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HUMAN RESOURCES MANAGEMENT

Composition of the SecretariatReport of the Secretary-General

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ABBREVIATIONS

DAM	Department of Administration and Management
DAM/OCSS	Office of Conference and Support Services
DAM/OHRM	Office of Human Resources Management
DAM/OPPBA	Office of Programme Planning, Budgeting and Accounts
DDSMS	Department of Development Support and Management Services
DESIPA	Department for Economic and Social Information and Policy Analysis
DPCSD	Department for Policy Coordination and Sustainable Development
DHA	Department of Humanitarian Affairs
DPKO	Department of Peace-keeping Operations
DPKO/FALD	Special Missions
DPA	Department of Political Affairs
DPI	Department of Public Information
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCSA	Economic and Social Commission for Western Asia
GATT/WTO	General Agreement on Tariffs and Trade/World Trade Organization
ICJ	International Court of Justice
ICSC	International Civil Service Commission
INTORG	Inter-organization bodies: Joint Inspection Unit (JIU) Consultative Committee on Administrative Questions (CCAQ) International Computing Centre (ICC) Information Systems Coordination Committee (ISCC)
ITC	International Trade Centre (UNCTAD/GATT)
OIOS	Office for Internal Oversight Services
OLA	Office of Legal Affairs
OPE	Office for Project Execution
REGCOM	Regional Commissions Liaison Office
SAPP	Special Adviser to the Secretary-General for Public Policy
UNCC	United Nations Compensation Commission
UNCDF	United Nations Capital Development Fund

UNCHR	United Nations Centre for Human Rights
UNCHS	United Nations Centre for Human Settlements
UNDCP	United Nations International Drug Control Programme
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
UNFSTD	United Nations Fund for Science and Technology for Development
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna
UNRFNRE	United Nations Revolving Fund for Natural Resources Exploration
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UNV	United Nations Volunteers programme

I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 45/239 A of 21 December 1990, 47/226 of 30 April 1993 and 49/222 of 23 December 1994. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. The information is provided mainly in the statistical tables inserted throughout its text as well as in those contained in annex I. In addition, detailed information on staff members can be found in the list of staff of the United Nations Secretariat.

3. Information concerning women at the United Nations can also be found in the report of the Secretary-General on the improvement of the status of women in the United Nations Secretariat. A number of statistical tables contained in the present report are also reproduced in that report to facilitate the consideration of the question of women on the basis of a single comprehensive report in accordance with the views expressed by Member States during the deliberations on the subject in the Third and Fifth Committees.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

4. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states:

"The staff shall be appointed by the Secretary-General under regulations established by the General Assembly."

5. There are a number of subsidiary organs of the United Nations that enjoy special status granted by the General Assembly concerning the appointment of their staff: United Nations Children's Fund (UNICEF); United Nations Development Programme (UNDP); Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); United Nations University (UNU); secretariat of the International Civil Service Commission (ICSC); Registry of the International Court of Justice (ICJ); and International Trade Centre (ITC).

Total staff of the United Nations

6. The total number of staff of the United Nations as of 30 June 1995 was 34,481 (see fig. 1), of whom 14,380 were assigned to the Secretariat of the United Nations and 20,101 to the secretariats of subsidiary organs. As regards funding, 10,055 staff occupy posts financed from the regular budget and 24,426 posts financed from extrabudgetary sources. Further details about the

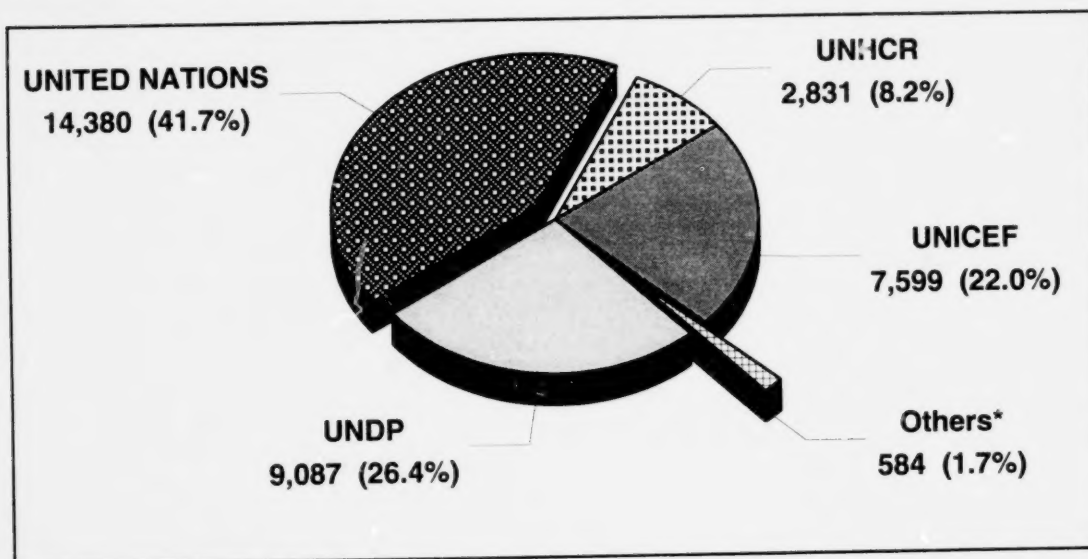
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composition of the staff, source of funds, category and related information can be found in table A.

Figure 1

STAFF OF THE UNITED NATIONS SECRETARIAT AND SUBSIDIARY ORGANS

(34,481 staff)



a/ Others include: ICJ-61; ICSC-47; ITC-172; UNITAR-14; UNRWA-174; and UNU-116.

Table A
STAFF OF THE UNITED NATIONS SECRETARIAT AND OF THE SECRETARIATS OF OTHER UNITED NATIONS ORGANS
BY CATEGORY AND SOURCE OF FUNDS AS OF 30 JUNE 1995

Organization	Regular budget			Extrabudgetary sources				Grand total
	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	
United Nations Secretariat	3 555	221	5 835	9 611	839	279	3 651	14 380
UNDP	-	-	-	-	618 a/	1 200 b/	7 269 c/	9 087
UNHCR	89	29	155	244	417	496	1 674	2 831
UNICEF	-	-	-	-	2 430 c/	63	5 106	7 599
UNITAR	-	-	-	-	12	-	2	14
UNRWA d/	82	-	10	92	82	-	-	174
ITC e/	-	-	-	-	71	3	98	172
ICSC	21	-	26	47	-	-	-	47
ICJ	24	-	37	61	-	-	-	61
UNU	-	-	-	-	20	22	74	116
Total	3 771	221	6 063	10 055	4 489	2 063	17 874	34 481

a/ Includes only UNDP core budget.

b/ Includes all UNDP other funds (UNFPA, OPE, JPO, UNV, UNSO, UNRFRNE, UNCDF, FSSTD, IAPSU, project personnel).

c/ Includes National and/or Field Service officers.

d/ UNRWA has also 19,591 area personnel (38.5 per cent women).

e/ A number of posts in ITC are financed jointly by the United Nations from the regular budget and by GATT/WHO.

Principles governing the recruitment and employment of staff

7. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

"The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

8. These principles apply to all the staff of the United Nations, including the staff of the secretariats of subsidiary organs with special status in matters of appointment (see para. 5 above).

B. Posts subject to geographical distribution

9. A particular group of staff of the United Nations Secretariat is covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,515, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

Staff excluded from geographical distribution

10. There are a number of staff members who are excluded from the principle of geographical distribution. As mentioned in paragraph 5 above, the largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of subsidiary organs with special status in matters of appointment.

11. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements, staff in the Field Service and the categories of locally recruited staff related to the General Service categories (such as Trades and Crafts, Security and Safety and Public Information Assistants). Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP); to the United Nations Centre for Human Settlements (UNCHS) or for the United Nations International Drug Control Programme (UNDCP); staff appointed to posts financed on an inter-agency basis; technical cooperation project personnel; and National Officers serving at United Nations information centres.

12. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in annex I, table 1.

C. Representation of Member States

13. The representation of Member States is assessed in conformity with the system of desirable ranges (see annex I, table 4A). Member States fall into four categories, resulting from the comparison of their ranges with the number of their nationals in posts subject to geographical distribution: unrepresented; underrepresented; within range; and overrepresented. 1/

14. As of 30 June 1995, including the newly admitted Member State of Palau, there were 25 unrepresented Member States, as compared with 28 on 30 June 1994: Andorra, Armenia, Azerbaijan, Bosnia and Herzegovina, Brunei Darussalam, Democratic People's Republic of Korea, Eritrea, Kazakhstan, Kuwait, Kyrgyzstan, Maldives, Marshall Islands, Micronesia (Federated States of), Monaco, Mozambique, Palau, Republic of Moldova, San Marino, Sao Tome and Principe, Solomon Islands, Tajikistan, the former Yugoslav Republic of Macedonia, Turkmenistan, Uzbekistan and Vanuatu. To reduce the number of unrepresented Member States, national competitive examinations have been or soon will be held in 16 of these States.

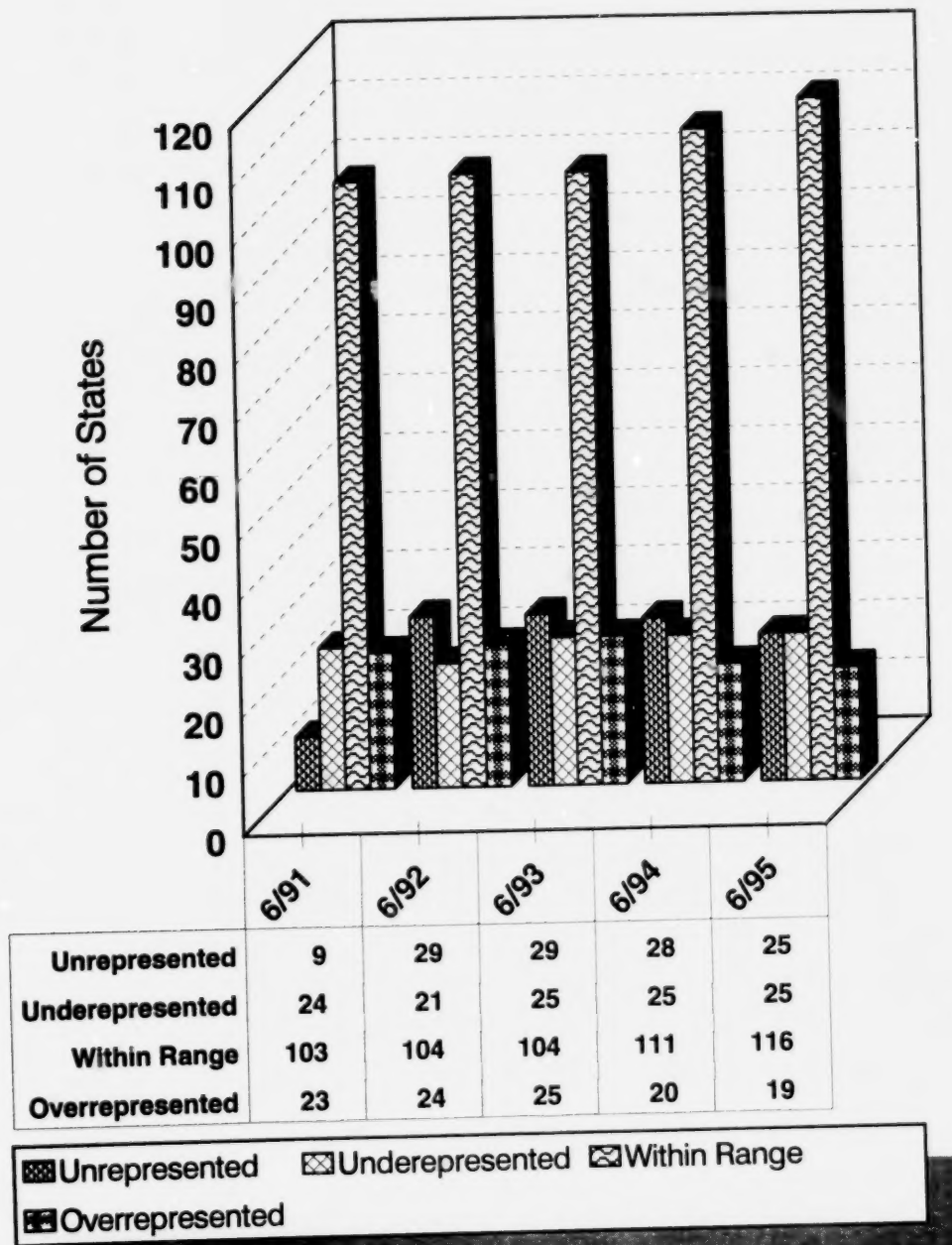
15. On 30 June 1995, there were 25 underrepresented Member States: Albania, Angola, Bahrain, Botswana, Comoros, Djibouti, Georgia, Guinea-Bissau, Italy, Japan, Lao People's Democratic Republic, Latvia, Liechtenstein, Namibia, Norway, Panama, Paraguay, Qatar, Republic of Korea, Rwanda, Saudi Arabia, Slovenia, Suriname, Ukraine and United Arab Emirates. To reduce the number of underrepresented Member States, national competitive examinations have been or soon will be held in 17 of these States.

16. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States and variations in the assessed contribution of individual Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographical posts, departures on secondment or special leave without pay, returns from secondment or special leave and changes of nationality).

17. The evolution in the comparative representation of Member States in geographical posts over the period from 30 June 1991 to 30 June 1995 is illustrated in figure 2.

Figure 2

REPRESENTATION OF MEMBER STATES



D. Groupings of Member States

18. In conformity with the request of the General Assembly in resolution 45/239 A, most of the tables contained in annex I to the present report are arranged first by country, in alphabetical order, and then by major geographical region. The composition of each region is shown in annex II, table A, to the report. Table B in the text shows the number of Member States in each geographical region arranged by degree of representation during the period 1991-1995.

19. Information concerning the representation of developing and other countries is shown in text table C, which shows the situation each year during the five-year period from 1991 to 1995. In accordance with past practice, ad hoc desirable ranges for developing countries and other countries have been established by totalling the desirable ranges of all countries in each group.

20. The first column of text table C indicates the group and the second column the year. The third and fourth columns show the combined desirable ranges and mid-point for each group. The fifth column shows the percentage of posts corresponding to the mid-point of each group. The remaining columns show the actual numbers and the percentage of posts encumbered by nationals of countries members of the group at various levels: all staff in the Professional category and above, staff at the D-1 level and above, staff at the D-2 level and above, and staff at the assistant secretary-general level and above. The figures in parentheses show the situation of women. In estimating the representation of each group, due account is taken of the actual percentage of posts encumbered by nationals of countries in the group as compared with the percentage established by reference to the mid-point of the group's ad hoc desirable range.

Table B

NUMBER OF MEMBER STATES BY REGION AND DEGREE OF REPRESENTATION IN THE SECRETARIAT
30 June 1991-30 June 1995

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
Africa	1991	52	1	6	36	9
	1992	52	2	6	35	9
	1993	53	3	6	36	8
	1994	53	4	5	36	8
	1995	53	3	7	36	7
Asia and the Pacific	1991	27	4	5	12	6
	1992	31	8	5	12	6
	1993	31	7	5	15	4
	1994	31	7	5	17	2
	1995	32	8	3	18	3
Eastern Europe	1991	10	1	1	8	0
	1992	24	15	0	9	0
	1993	27	14	6	6	1
	1994	27	12	6	8	1
	1995	27	10	5	11	1
Western Europe	1991	19	1	4	14	0
	1992	20	2	3	15	0
	1993	21	3	1	14	3
	1994	22	2	1	17	1
	1995	22	3	3	16	0
Latin America	1991	21	0	1	17	3
	1992	21	0	1	17	3
	1993	21	0	1	17	3
	1994	21	0	3	14	4
	1995	21	0	3	14	4
Middle East	1991	16	2	3	9	2
	1992	16	2	3	9	2
	1993	16	2	3	8	2
	1994	16	2	3	10	1
	1995	16	1	4	10	1
North America and the Caribbean	1991	14	0	4	7	3
	1992	14	0	3	8	3
	1993	14	0	2	9	3
	1994	14	0	2	9	3
	1995	14	0	0	11	3
Others ^{a/}	1991	2				
	1992	2				
	1993	2				
	1994	2				
	1995	2				
Total	1991	159 (100%)	9 (5.6%)	24 (15.1%)	103 (64.8%)	23 (14.5%)
	1992	178 (100%)	29 (16.3%)	21 (11.8%)	104 (58.4%)	24 (13.5%)
	1993	183 (100%)	29 (15.8%)	25 (13.7%)	104 (56.8%)	25 (13.7%)
	1994	184 (100%)	28 (15.2%)	25 (13.6%)	111 (60.3%)	20 (10.9%)
	1995	185 (100%)	25 (13.5%)	25 (13.5%)	116 (62.7%)	19 (10.3%)

^{a/} Non-Member States.

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Table C
DISTRIBUTION OF STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AMONG DEVELOPING AND OTHER COUNTRIES FROM 1991-1995
(showing number of women)

Group	Year	Combined desirable ranges	Group mid-point	Percent-age	Number of staff	Percentage	Number at D-1 and above	Percent-age	Number at D-2 and above	Percent-age	Number at ASG and above	Percent-age
Developing countries	1991	945-1 278	1 111.4	41.2	1 150 (298)	45.0 (39.5)	181 (8)	48.8	57 (3)	44.2	21 (0)	47.7
	1992	907-1 227	1 067.0	39.5	1 155 (310)	44.6 (39.1)	172 (11)	48.5	51 (3)	44.7	16 (0)	47.1
	1993	904-1 223	1 063.7	39.4	1 141 (322)	44.8 (40.4)	165 (14)	48.2	49 (4)	48.0	19 (1)	52.8
	1994	896-1 212	1 053.7	39.0	1 118 (332)	44.2 (40.2)	166 (17)	48.5	51 (6)	45.5	22 (2)	59.5
	1995	890-1 204	1 047.0	44.7	1 114 (356)	44.6 (41.7)	158 (20)	47.7	49 (5)	46.2	19 (2)	55.9
Other countries	1991	1 350-1 827	1 588.6	58.8	1 420 (456)	55.0 (60.5)	190 (24)	51.2	72 (9)	55.8	23 (2)	52.3
	1992	1 388-1 878	1 633.3	60.5	1 435 (482)	55.4 (60.9)	183 (26)	51.5	63 (8)	55.3	18 (1)	52.9
	1993	1 391-1 882	1 636.9	60.6	1 405 (475)	55.2 (59.6)	177 (29)	51.8	53 (9)	52.0	17 (3)	47.2
	1994	1 400-1 894	1 647.1	61.0	1 410 (493)	55.8 (59.8)	176 (34)	51.5	61 (12)	54.5	15 (2)	40.5
	1995	1 405-1 901	1 653.0	55.3	1 385 (498)	54.4 (58.3)	178 (36)	52.3	57 (12)	53.8	15 (2)	44.1
Total	1991	2 295-3 105	2 700.0	100.0	2 580 (754)	100.0 (100.0)	371 (32)	100.0	129 (12)	100.0	44 (2)	100.0
	1992	2 295-3 105	2 700.0	100.0	2 590 (792)	100.0 (100.0)	355 (37)	100.0	114 (11)	100.0	34 (1)	100.0
	1993	2 295-3 105	2 700.0	100.0	2 546 (797)	100.0 (100.0)	342 (43)	100.0	102 (13)	100.0	36 (4)	100.0
	1994	2 295-3 105	2 700.0	100.0	2 528 (826)	100.0 (100.0)	342 (51)	100.0	112 (18)	100.0	37 (4)	100.0
	1995	2 295-3 105	2 700.0	100.0	2 499 (854)	100.0 (100.0)	331 (56)	100.0	106 (18)	100.0	34 (4)	100.0

E. Representation of developing and other countries among staff at the senior levels (Principal Officer (D-1) level and above)

21. In resolution 45/239 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat.

22. The action taken by the Secretary-General in this regard during the period from 1991 to 1995 is reflected in text table C. The representation of developing countries and other countries at the senior and policy-formulating levels is shown in several columns on the right of this table. More detailed information on the representation of Member States at these and other levels can be found in table 4 A in annex I to the present report.

Representation in the upper echelons (assistant secretary-general and under-secretary-general levels)

23. In the same resolution, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat (assistant secretary-general and under-secretary-general levels), to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

24. During the period under review, nationals of Egypt, Indonesia, Iraq, Ireland and Germany were appointed.

F. Representation of women

25. At its forty-sixth session, the General Assembly adopted resolution 46/100 of 16 December 1991 on the improvement of the status of women in the Secretariat.

26. At its forty-fifth session, the General Assembly had adopted resolution 45/239 C of 21 December 1990 on the same subject. In that resolution, the Assembly urged the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, in particular in senior policy level and decision-making posts in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible, 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution.

27. In the same resolution, the Assembly also urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995. Efforts made during the period from 30 June 1991 to 30 June 1995 led to an increase of 75 per cent in the representation of women at the D-1 level and above. Intensification of the efforts between 30 June 1994 and 30 June 1995 led to an increase of 13.4 per cent in the representation of women at the D-1 level and above.

28. In the same resolution, the Assembly reiterated its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above.

29. The efforts to meet the requests of the Assembly concerning women continue. As of 30 June 1995, the number of women in geographical posts was 857, or 34.1 per cent. Table 3B in annex I shows the distribution of men and women by region and level.

30. The evolution of the proportion of women in geographical posts between 30 June 1991 - when it was 29.2 per cent - and 30 June 1995 is shown in text table D. This table also shows women staff for each region as percentages of all staff (table D.1) and as percentages of women staff only (table D.2). These data are also illustrated in figures 3 and 4.

31. The number and percentage of women in geographical posts and in posts with special language requirements on 30 June 1985 and on 30 June 1995 are shown in text table E. The percentage of women in geographical posts has risen from 29.2 per cent to 34.1 per cent over this period. The percentage of women in language posts has moved from 30.5 per cent to 35.3 per cent over the same period.

Table D.1

WOMEN IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AS A
PERCENTAGE OF ALL STAFF FROM 30 JUNE 1991 TO 30 JUNE 1995

(by region of origin)

Year	1991	1992	1993	1994	1995
<u>Region</u>					
Africa	2.78	2.80	2.88	2.94	3.02
Asia and the Pacific	5.65	6.17	6.33	6.78	7.63
Eastern Europe	1.00	1.00	0.82	0.75	1.11
Western Europe	7.46	7.67	7.93	8.00	7.87
Latin America	2.85	2.95	3.03	3.10	3.22
Middle East	1.04	1.07	1.13	1.25	1.35
North America and the Caribbean	8.23	8.70	8.86	9.53	9.74
Others	<u>0.19</u>	<u>0.19</u>	<u>0.27</u>	<u>0.20</u>	<u>0.12</u>
Total	<u>29.29</u>	<u>30.56</u>	<u>31.25</u>	<u>32.59</u>	<u>34.07</u>
Increase (percentage points)	0.89	1.37	0.69	1.34	1.48
Total staff: <u>2 515</u>	Total women staff: <u>857</u>				

Table D.2

WOMEN IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION FROM
30 JUNE 1991 TO 30 JUNE 1995 AS A PERCENTAGE OF WOMEN
STAFF ONLY

(by region of origin)

Year	1991	1992	1993	1994	1995
<u>Region</u>					
Africa	9.49	9.16	9.20	9.04	8.86
Asia and the Pacific	19.37	20.20	20.27	20.84	22.40
Eastern Europe	3.42	3.26	2.61	2.29	3.26
Western Europe	25.56	25.06	25.37	24.58	23.10
Latin America	9.75	9.66	9.70	9.52	9.45
Middle East	3.56	3.51	3.61	3.86	3.96
North America and the Caribbean	28.19	28.48	28.36	29.28	28.58
Others	<u>0.66</u>	<u>0.63</u>	<u>0.87</u>	<u>0.60</u>	<u>0.35</u>
Total	<u>100.00</u>	<u>100.00</u>	<u>100.00</u>	<u>100.00</u>	<u>100.00</u>
Total women staff	<u>759</u>	<u>797</u>	<u>804</u>	<u>830</u>	<u>857</u>

Figure 3

WOMEN AS A PERCENTAGE OF ALL STAFF BY REGION AND YEAR

(June 1991-June 1995)

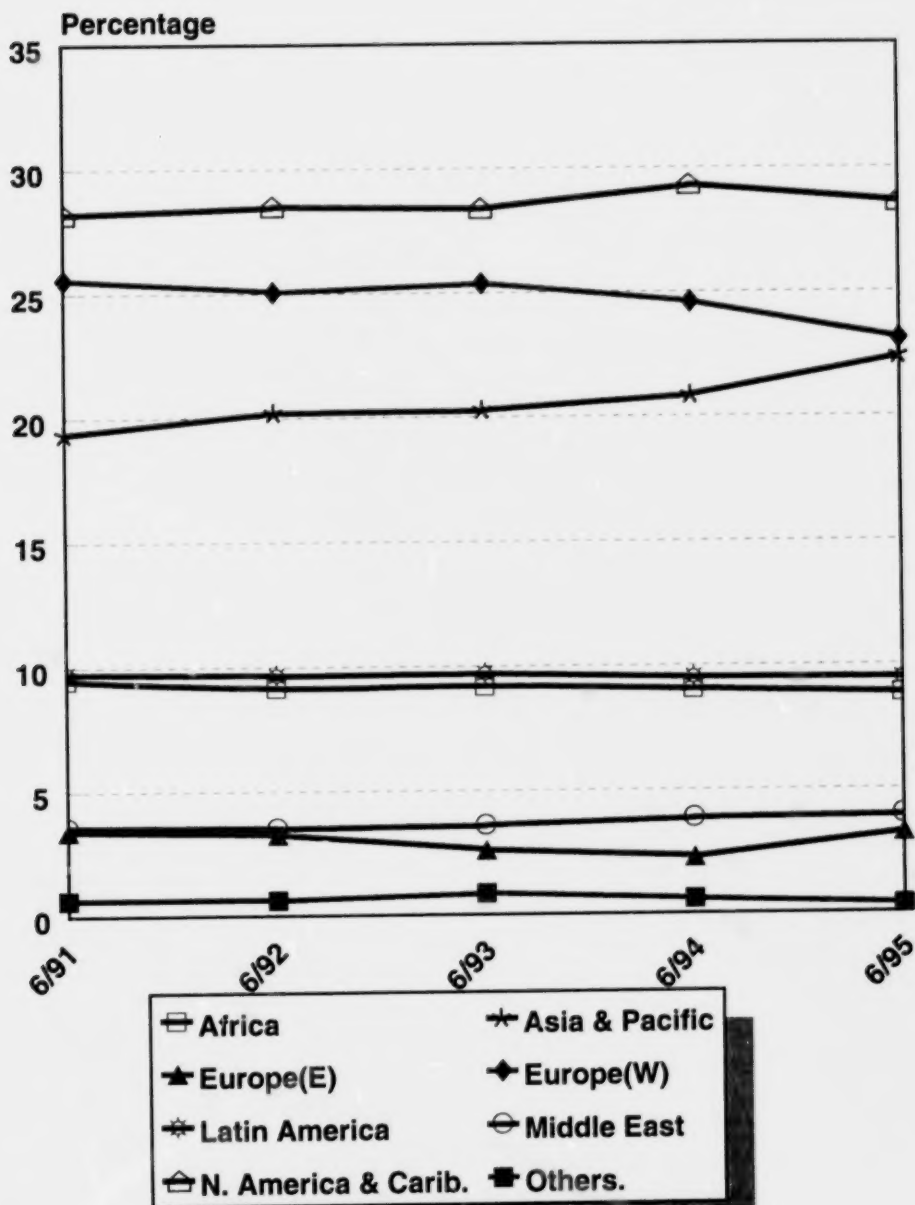


Figure 4

WOMEN AS A PERCENTAGE OF ALL WOMEN STAFF BY REGION AND YEAR

(June 1991-June 1995)

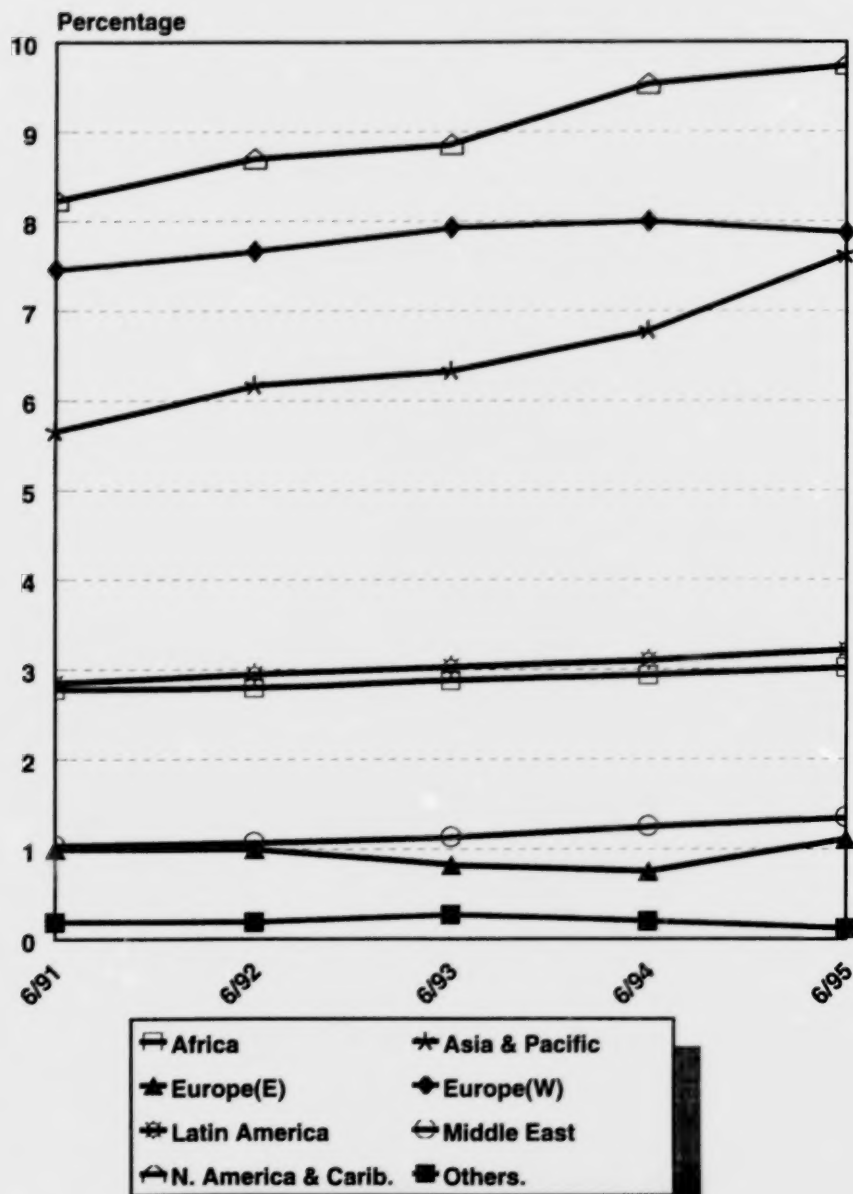


Table E

NUMBER AND PERCENTAGE OF WOMEN AT EACH LEVEL IN 1985 AND 1995
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS
WITH SPECIAL LANGUAGE REQUIREMENTS

Level	Geographical posts				Language posts <u>a/</u>			
	1985		1995		1985		1995	
	No. of women	Percent-age	No. of women	Percent-age	No. of women	Percent-age	No. of women	Percent-age
USG	-	-	2	10.0	-	-	-	-
ASG	4	13.3	2	14.3	-	-	-	-
D-2	3	3.3	14	19.4	-	-	-	-
D-1	22	8.5	39	17.2	-	-	-	-
P-5	43	7.5	136	28.3	39	26.5	39	30.0
P-4	166	20.1	234	33.7	122	35.1	126	35.3
P-3	260	32.1	250	39.7	113	34.1	121	33.8
P-2	199	43.9	180	47.6	53	29.0	31	57.4
P-1	<u>19</u>	<u>54.3</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total	<u>716</u>	<u>23.1</u>	<u>857</u>	<u>34.1</u>	<u>327</u>	<u>30.5</u>	<u>317</u>	<u>35.3</u>

a/ Language posts are from P-1 to P-5 only.

32. The number, sex, nationality and level of the staff appointed to geographical posts during the reporting period are shown in table 6 of annex I. Information on the appointment of men and women is also contained in table F.

33. Additional information on the representation of women can be found in the report of the Secretary-General on the improvement of the status of women in the United Nations Secretariat.

Table F

NUMBER OF APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BETWEEN 1 JULY 1994 AND 30 JUNE 1995 BY SEX, INDICATING THE PERCENTAGE
OF TOTAL APPOINTMENTS AND THE NUMBER OF NATIONALITIES APPOINTED AT
EACH LEVEL

	Women			Men		
	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	0	0.0	0	4	100.0	4
ASG	0	0.0	0	1	100.0	1
D-2	0	0.0	0	2	100.0	2
D-1	2	40.0	2	3	60.0	3
P-5	3	42.9	3	4	57.1	4
P-4	7	33.3	5	14	66.6	8
P-3	18	46.2	13	21	53.8	16
P-2	30	53.6	17	26	46.4	17
P-1	<u>0</u>	<u>0.0</u>	<u>0</u>	<u>0</u>	<u>0.0</u>	<u>0</u>
Total	<u>60</u>	<u>44.4</u>	<u>33 a/</u>	<u>75</u>	<u>55.6</u>	<u>37 a/</u>

a/ Appointments of staff of some nationalities have been made at more than one level.

G. Recruitment activities

Appointments to posts subject to geographical distribution during the period from 1 July 1994 to 30 June 1995

34. In resolution 45/239 A, the General Assembly urged the Secretary-General, when making appointments at all levels to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, bearing in mind also the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges.

35. During the reporting period (1 July 1994-30 June 1995), 135 appointments were made to posts subject to geographical distribution. 2/ Of these, 8 or 5.9 per cent, were of nationals of unrepresented Member States; 37 or 27.4 per cent, were of nationals of underrepresented Member States; 82 or 60.7 per cent, were of nationals of within-range Member States; 8 or 5.9 per cent, were of nationals of overrepresented Member States. 3/ Further details concerning the number and levels of these appointments can be found below and in table 6 in annex I to the present report.

National competitive examinations

36. Appointments to posts subject to geographical distribution during the reporting period included those of 54 candidates who were successful in national competitive examinations for posts at the P-2 and P-3 levels. They were selected through examinations held in the Bahamas, Cape Verde, Croatia, Estonia, Finland, Germany, Indonesia, Italy, Japan, Latvia, Lithuania, Mongolia, Namibia, Nicaragua, Portugal, the Republic of Korea, Saudi Arabia, Spain, the United States of America and Viet Nam.

37. These appointments account for 40 per cent of all appointments to posts subject to geographical distribution during the reporting period. They included 24 women, representing 44.4 per cent of the appointments.

38. Eight candidates (six women and two men) were recruited at the P-1 and P-2 levels outside the context of national competitive examinations.

39. Competitive examinations for posts at the P-2 and P-3 levels were also held in Armenia, Botswana, Dominica, Gabon, Germany, Japan, Papua New Guinea, Paraguay, Rwanda, Saint Kitts and Nevis, Swaziland and Venezuela. A number of successful candidates in these examinations are under recruitment.

Recruitment of women

40. Between 1 July 1994 and 30 June 1995, 60 women were appointed to posts subject to geographical distribution, representing 44.4 per cent of the 135 appointments made during the reporting period. Women from developing countries accounted for 25 appointments, that is to say, 41.7 per cent of the 60 appointments of women made during the reporting period.

Notes

1/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

2/ In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period; or through the completion of at least one year of service in such a post.

3/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1994, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/49/527). Although the fluctuations in the representation of Member States during the reporting year are not directly taken into account in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

Annex I

STATISTICAL TABLES

List of tables

- Table 1. Total Professional and higher-level staff of the Secretariat holding permanent, probationary or fixed-term appointments for one year or more by appointment status and region
- Table 2. Staff in posts subject to geographical distribution by office and region
- Table 3. Staff by region, level and sex
- A. Staff in posts subject to geographical distribution
 - B. Staff in posts with special language requirements
 - C. Total staff in posts subject to geographical distribution and posts with special language requirements
- Table 4A. Staff in posts subject to geographical distribution by nationality and level, showing number of women
- B. Staff in posts subject to geographical distribution by region and level, showing number of women
- Table 5A. Staff in posts subject to geographical distribution by nationality and type of appointment
- B. Staff in posts subject to geographical distribution by region and type of appointment
- Table 6A. Appointments to posts subject to geographical distribution by nationality and level, showing number of women
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- B. Staff changes in posts subject to geographical distribution by region and type of appointment, showing number of women
- Table 8A. Staff in posts with special language requirements by nationality and level, showing number of women
- B. Staff in posts with special language requirements by region, showing number of women

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Table 9A. Professional and higher-level staff specifically appointed for mission service by nationality and level, showing number of women

B. Professional and higher-level staff specifically appointed for mission service by region, showing number of women

Table 10. Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in points

Table 11. Gender distribution of staff in the United Nations by department or office and by grade

A. Professional and higher-level staff in posts subject to geographical distribution

B. Professional staff in post with special language requirements

C. Professional and higher-level staff in posts subject to geographical distribution and posts with special language requirements

D. Staff in the General Service and other related categories

Table 1

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English

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TOTAL PROFESSIONAL AND HIGHER-LEVEL STAFF OF THE SECRETARIAT
HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE
BY APPOINTMENT STATUS AND REGION
(AS AT 30 JUNE 1995)

APPOINTMENT STATUS	REGION	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
GEOGRAPHICAL <u>a/</u>		394	448	242	572	208	127	508	18	2 515
LANGUAGE <u>b/</u>		120	135	154	251	82	39	107	11	899
MISSION <u>c/</u>		49	55	29	84	15	9	62	5	308
UNEP <u>d/</u>		62	49	17	90	24	8	30	3	283
INTER-AGENCY <u>e/</u>		-	1	-	3	1	-	4	1	10
P. RESIDENT <u>f/</u>		-	-	-	-	1	-	-	-	1
PROJECTS <u>g/</u>		3	-	-	4	1	-	3	-	11
ON LEAVE <u>h/</u>		2	3	5	14	1	1	5	-	31
SECONDED <u>i/</u>		2	4	-	22	8	-	8	1	45
TOTAL		632	696	447	1 040	341	184	727	37	4 104

- a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme, UNCHS or the United Nations Conference on Environment and Development.
e/ Staff specifically appointed after inter-agency consultation to posts financed on an inter-agency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to UNDP or other United Nations bodies.

Table 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY OFFICE AND REGION
(AS AT 30 JUNE 1995)

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS <u>a/</u>		319	282	145	297	95	51	372	2	1 563
ECE		1	8	30	40	2	1	11	1	92
ESCAP		1	6	4	31	73	2	23	-	140
ECLAC		1	88	8	17	1	1	19	-	135
ECA		7	3	2	2	1	37	8	3	81
ESWIA		8	13	13	43	4	4	14	1	100
UNCTAD <u>b/</u>		9	9	13	35	8	1	24	-	97
UNEP/UNCHS <u>b/</u>		30	25	22	70	19	19	20	8	213
UNOG <u>c/</u>		10	7	2	19	4	6	12	1	61
UNOV/UNDP		8	9	3	18	3	5	7	-	53
TOTAL		394	448	242	572	208	127	508	18	2 515

- a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Coordinator, the Centre for Human Rights and the Conference on Disarmament in Geneva.

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Table 3

STAFF BY REGION, LEVEL AND SEX
(AS AT 30 JUNE 1995)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	—	2	1	3	1	11	4	45	11	76	20	87	24	68	15	26			76	318	394
																			19.3	80.7	
ASIA AND THE PACIFIC	—	4	—	2	1	6	7	30	20	41	52	64	59	68	53	41			192	256	448
																			42.9	57.1	
EASTERN EUROPE	—	1	—	—	1	5	—	12	1	25	8	76	9	69	9	26			28	214	242
																			11.6	88.4	
WESTERN EUROPE	—	7	—	1	5	18	10	42	30	79	43	92	67	88	43	47			198	374	572
																			34.6	65.4	
LATIN AMERICA	—	2	1	2	—	5	4	12	15	32	22	27	19	20	20	27			81	127	208
																			38.9	61.1	
MIDDLE EAST	—	1	—	3	2	1	3	15	9	20	6	32	8	11	6	10			34	93	127
																			26.8	73.2	
NORTH AMERICA AND THE CARIBBEAN	2	1	—	1	4	12	10	31	48	66	83	76	64	55	34	21			245	263	508
																			48.2	51.8	
OTHERS	—	—	—	—	—	—	1	1	2	6	—	6	—	—	—	—			3	13	16
																			18.8	81.3	
SUBTOTAL a/	2	18	2	12	14	58	39	188	136	345	234	460	250	379	180	198			857	1658	2 515
	10.0	90.0	14.3	85.7	19.4	80.6	17.2	82.8	28.3	71.7	33.7	66.3	39.7	60.3	47.6	52.4	0.0	0.0	34.1	65.9	
TOTAL	20		14		72		227		481		694		829		378				2 515		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	2	15	7	46	11	34	3	2			23	97	120
											19.2	80.8	
ASIA AND THE PACIFIC	3	14	9	36	15	52	4	2			31	104	135
											23.0	77.0	
EASTERN EUROPE	—	13	2	50	2	83	—	4			4	150	154
											2.6	97.4	
WESTERN EUROPE	19	26	62	59	42	23	12	8			135	116	251
											53.8	46.2	
LATIN AMERICA	7	9	19	13	14	13	4	3			44	38	82
											53.7	46.3	
MIDDLE EAST	1	6	2	8	6	14	1	1			10	29	39
											25.6	74.4	
NORTH AMERICA AND THE CARIBBEAN	7	7	21	17	29	16	7	3			64	43	107
											59.8	40.2	
OTHERS	—	1	4	2	2	2	—	—			6	5	11
											54.5	45.5	
SUBTOTAL a/	39	91	126	231	121	237	31	23			317	582	899
	30.0	70.0	35.3	64.7	33.8	66.2	57.4	42.6	0.0	0.0	35.3	64.7	
TOTAL	130		357		358		54		0		899		

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

GRAND TOTAL a/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
	2	18	2	12	14	58	39	188	175	436	360	691	371	616	211	221			1 174	2 240	3 414
	10.0	90.0	14.3	85.7	19.4	80.6	17.2	82.8	28.6	71.4	34.3	65.7	37.6	62.4	48.8	51.2	0.0	0.0	34.4	65.6	
	20		14		72		227		611		1 051		987		432				3 414		

a/ Percentages are given beneath each row and column total.

Table 4

A/50/540

English

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A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND LEVEL

(showing number of women)

(as at 30 June 1995)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID- POINT	DESIRABLE RANGE
MEMBER STATE													
Afghanistan	8	-	-	-	-	4	3	1	-	-	8	6.42	2-14
Albania	1	-	-	-	-	-	-	1	-	-	1	6.07	2-14
Algeria	17 (2)	-	-	2 (1)	3	9 (2)	1	1	-	-	16 (3)	8.87	4-14
Andorra	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Angola	1	-	-	-	-	-	1	-	-	-	1	6.24	2-14
Antigua and Barbuda	2 (2)	-	-	-	-	1 (1)	-	1 (1)	1 (1)	-	3 (3)	5.99	2-14
Argentina	25 (9)	-	-	2	3	7 (2)	6 (5)	2 (1)	3 (2)	-	23 (10)	13.80	9-19
Armenia	0	-	-	-	-	-	-	-	-	-	0	7.12	2-14
Australia	30 (13)	-	-	-	6 (1)	7 (3)	8 (4)	8 (3)	3 (2)	-	32 (13)	27.95	23-33
Austria	19 (10)	-	-	-	1 (1)	7 (2)	4 (1)	5 (3)	2 (2)	-	19 (9)	18.66	14-23
Azerbaijan	0	-	-	-	-	-	-	-	-	-	0	8.40	4-14
Bahamas	1 (1)	-	-	-	-	1 (1)	-	-	4 (3)	-	5 (4)	8.14	2-14
Bahrain	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	8.15	2-14
Bangladesh	14	-	-	-	2	7	2	1	1	-	13	8.83	4-14
Barbados	6 (4)	-	-	-	-	2 (1)	3 (2)	-	-	-	5 (3)	5.99	2-14
Belarus	13	-	-	-	-	1	6	4	1	-	12	11.58	7-16
Belgium	26 (7)	-	-	1	1	8 (2)	4 (2)	4 (2)	2	-	20 (6)	20.79	18-26
Belize	3 (2)	-	-	-	-	-	-	1 (1)	1	-	2 (1)	5.99	2-14
Benin	5	-	-	-	1	1	2	2	-	-	6	6.11	2-14
Bhutan	4	-	-	-	-	-	1	2	1	-	4	6.03	2-14
Bolivia	5 (1)	-	-	-	1	1	-	3 (1)	-	-	5 (1)	6.16	2-14
Bosnia and Herzegovina	1 (1)	-	-	-	-	-	-	-	-	-	0 0	6.23	2-14
Botswana	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.02	2-14
Brazil	36 (13)	-	-	-	1 (1)	7 (3)	5 (2)	8 (3)	13 (5)	-	34 (14)	33.63	29-39
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	0	6.14	2-14
Bulgaria	8	-	-	-	1	1	2	4	-	-	8	7.53	3-14
Burkina Faso	8 (1)	-	-	1	1	3	1	1 (1)	1	-	8 (1)	6.22	2-14
Burundi	11 (2)	-	-	-	-	1	4 (1)	1	4 (1)	-	10 (2)	6.13	2-14
Cambodia	2 (0)	-	-	-	1	-	1	1 (1)	-	-	3 (1)	6.21	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	WID- POINT	DESIRABLE RANGE
Cameroon	14 (3)	-	-	-	1	2	8	5 (2)	1 (1)	-	15 (3)	8.29	2-14
Canada	53 (20)	1 (1)	-	-	5 (1)	13 (2)	19 (5)	12 (7)	3 (2)	-	53 (18)	52.14	44-60
Cape Verde	1	-	-	-	-	-	1	-	2	-	3	5.99	2-14
Central African Republic	4	-	-	-	-	-	1	1	1	-	3	6.06	2-14
Chad	3	-	-	-	-	1	1	1	-	-	3	6.14	2-14
Chile	29 (12)	-	-	3	3	5 (4)	3 (1)	3 (2)	12 (5)	-	29 (12)	7.37	3-14
China	44 (17)	1	-	1	7 (1)	12 (6)	14 (8)	10 (3)	1 (1)	-	46 (19)	46.02	38-53
Colombia	7 (1)	-	-	-	-	4	1	2 (1)	-	-	7 (1)	8.31	4-14
Comoros	2	-	-	-	-	-	-	1	-	-	1	6.00	2-14
Congo	4	-	-	-	-	1	2	1	-	-	4	6.05	2-14
Costa Rica	3 (1)	-	-	-	-	1	-	1 (1)	1	-	3 (1)	6.06	2-14
Côte d'Ivoire	12 (2)	-	-	-	-	1	3	6 (1)	-	-	10 (1)	6.31	2-14
Croatia	2 (2)	-	-	1 (1)	-	-	1 (1)	-	3 (2)	-	5 (4)	7.43	3-14
Cuba	10 (3)	-	-	-	-	-	3 (1)	3 (1)	4 (1)	-	10 (3)	7.15	2-14
Cyprus	5	-	1	-	3	1	-	-	1	-	6	6.30	2-14
Czech Republic	7 (1)	-	-	-	-	1	5 (2)	2 (1)	2	-	10 (3)	10.84	6-16
Democratic People's Republic of Korea	0	-	-	-	-	-	-	-	-	-	0	7.00	2-14
Denmark	14 (4)	1	-	-	-	4 (1)	4 (2)	4 (1)	-	-	13 (4)	16.36	12-21
Djibouti	1	-	-	-	-	-	-	-	1	-	1	6.00	2-14
Dominica	1 (1)	-	-	-	-	1	-	1 (1)	-	-	2 (1)	5.99	2-14
Dominican Republic	7 (3)	-	-	-	-	1	3 (2)	1	-	-	5 (2)	6.17	2-14
Ecuador	5 (1)	1	-	-	-	2 (1)	-	1	1	-	5 (1)	6.40	2-14
Egypt	17 (4)	1	-	-	4 (2)	5	1	1	2 (1)	-	14 (3)	8.27	3-14
El Salvador	3	-	-	-	1	-	2	-	-	-	3	6.12	2-14
Equatorial Guinea	3	-	-	-	-	-	-	2	1	-	3	5.99	2-14
Eritrea	0	-	-	-	-	-	-	-	-	-	0	6.07	2-14
Estonia	0 (0)	-	-	-	-	-	-	-	3 (1)	-	3 (1)	6.62	2-14
Ethiopia	26 (6)	-	-	-	-	4	4 (1)	10 (3)	10 (3)	-	26 (7)	7.26	2-14
Fiji	4 (1)	-	-	-	3	-	1 (1)	-	-	-	4 (1)	6.00	2-14
Finland	12 (5)	-	-	1	-	-	4 (2)	6 (4)	-	-	11 (6)	15.02	10-20

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	OG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID- POINT	DESIRABLE RANGE
France	109 (41)	2	-	7 (2)	10 (3)	18 (4)	28 (13)	28 (10)	8 (5)	-	99 (37)	101.11	86-116
Gabon	2	-	-	-	-	-	-	1	1	-	2	6.01	2-14
Gambia	7 (1)	-	1	-	3	1	2 (1)	-	-	-	7 (1)	8.01	2-14
Georgia	2	-	-	-	-	-	1	2	-	-	3	8.35	4-14
Germany	126 (38)	1	-	3 (2)	9 (1)	23 (8)	29 (5)	40 (16)	16 (7)	-	121 (37)	140.60	120-162
Ghana	11 (1)	1	-	-	2	3	2 (2)	1	-	-	9 (2)	6.39	2-14
Greece	10 (4)	-	-	-	1	1 (1)	3 (2)	4 (1)	1 (1)	-	10 (5)	11.59	7-16
Grenada	2	-	-	-	-	-	-	1	1	-	2	5.99	2-14
Guatemala	7 (1)	1	-	-	-	2	2 (1)	1	1	-	7 (1)	6.38	2-14
Guinea	7 (1)	-	1	1	-	1	2 (1)	2 (1)	-	-	7 (1)	6.14	2-14
Guinea-Bissau	1	-	-	-	-	-	-	-	1	-	1	6.01	2-14
Guyana	15 (8)	-	-	1	2	5 (4)	6 (4)	1	1 (1)	-	16 (9)	6.01	2-14
Haiti	6 (4)	-	1	-	2 (1)	1 (1)	1 (1)	-	1 (1)	-	6 (4)	6.16	2-14
Honduras	3	-	-	-	-	-	-	1	1	-	2	6.12	2-14
Hungary	5 (1)	-	-	-	-	-	1 (1)	2	3	-	6 (1)	8.32	4-14
Iceland	9 (1)	-	-	-	2	1	1	1	3	-	8 0	6.29	2-14
India	40 (11)	2	-	-	2	4 (1)	10 (5)	16 (5)	7 (1)	-	41 (12)	32.23	27-37
Indonesia	5 (2)	1	-	1	1	1	-	1 (1)	3 (1)	-	8 (2)	12.58	8-17
Iran (Islamic Republic of)	18 (8)	-	1	1	4 (2)	3 (2)	6 (3)	4 (1)	-	-	19 (8)	16.18	11-21
Iraq	10 (1)	1	-	-	3	3 (1)	3	-	1	-	11 (1)	8.40	4-14
Ireland	12 (4)	-	1	-	1	3	3 (2)	2 (1)	1	-	11 (3)	8.89	4-14
Israel	14 (5)	-	-	-	1	1 (1)	3 (1)	3 (2)	6 (1)	-	14 (5)	9.83	5-15
Italy	68 (25)	1	-	3	5 (1)	10 (4)	11 (3)	14 (5)	19 (10)	-	63 (23)	78.38	67-90
Jamaica	17 (7)	-	-	2 (1)	1	-	3 (1)	7 (3)	3 (2)	-	16 (7)	6.04	2-14
Japan	91 (48)	-	1	1 (1)	3 (1)	5 (2)	26 (10)	32 (17)	33 (23)	-	101 (54)	216.06	184-248
Jordan	13 (1)	-	-	-	1	1	7	4 (1)	1 (1)	-	14 (2)	6.11	2-14
Kazakhstan	0	-	-	-	-	-	-	-	-	-	0	10.12	5-15
Kenya	13 (2)	-	-	-	3	3	4 (1)	1	1 (1)	-	12 (2)	6.68	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID- POINT	DESIRABLE RANGE
Kuwait	0	-	-	-	-	-	-	-	-	-	0	8.84	4-14
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	0	6.54	2-14
Lao People's Democratic Republic	1	-	-	-	-	1	-	-	-	-	1	6.10	2-14
Latvia	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	7.39	3-14
Lebanon	20 (6)	-	1	-	1	6 (1)	3 (1)	4 (3)	2 (1)	-	17 (5)	6.05	2-14
Lesotho	7 (5)	-	-	-	-	1 (1)	2 (1)	3 (2)	1 (1)	-	7 (5)	6.03	2-14
Liberia	8 (3)	-	-	-	-	3 (1)	2 (1)	3 (1)	-	-	8 (3)	6.05	2-14
Libyan Arab Jamahiriya	6 (1)	-	-	-	2 (1)	1	3	-	-	-	6 (1)	9.07	4-14
Liechtenstein	1 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	5.99	2-14
Lithuania	0 (0)	-	-	-	-	-	-	-	3 (2)	-	3 (2)	7.56	3-14
Luxembourg	4 (1)	-	-	-	-	-	-	2 (1)	1	-	3 (1)	6.89	2-14
Madagascar	9 (1)	-	-	-	-	1	6 (1)	-	1	-	8 (1)	6.33	2-14
Malawi	10 (1)	-	-	-	1	4 (1)	2	3	-	-	10 (1)	6.21	2-14
Malaysia	14 (3)	-	-	-	2	5	4 (3)	1	-	-	12 (3)	8.39	4-14
Maldives	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Mali	10	-	-	-	-	2	4	3	1	-	10	6.24	2-14
Malta	5	-	-	1	3	1	-	-	-	-	5	5.99	2-14
Marshall Islands	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Mauritania	6	-	-	1	-	1	-	3	-	-	5	6.04	2-14
Mauritius	9	-	-	2	1	3	2	1	-	-	9	6.01	2-14
Mexico	28 (13)	-	1 (1)	-	1 (1)	7 (1)	8 (3)	6 (4)	5 (3)	-	28 (13)	19.57	15-24
Micronesia (Federated States of)	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Monaco	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Mongolia	1 (1)	-	-	-	-	-	-	1 (1)	2 (1)	-	3 (2)	6.04	2-14
Morocco	10 (4)	-	-	-	3	2 (1)	3 (1)	1 (1)	-	-	9 (3)	6.93	2-14
Mozambique	0	-	-	-	-	-	-	-	-	-	0	6.37	2-14
Myanmar	6 (0)	-	-	-	1 (1)	1	3	2	-	-	7 (1)	7.08	2-14
Namibia	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.02	2-14
Nepal	7	-	-	-	-	1	5	1	-	-	7	6.50	2-14
Netherlands	35 (5)	-	-	1 (1)	2	5	7 (1)	11 (1)	6 (3)	-	32 (6)	29.68	25-34

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID- POINT	DESIRABLE RANGE
New Zealand	12 (5)	-	-	-	3 (2)	-	3 (1)	-	4 (2)	-	10 (5)	9.49	5-14
Nicaragua	6 (4)	-	-	-	-	2 (1)	1	-	4 (3)	-	7 (4)	6.06	2-14
Niger	5 (3)	-	-	-	1 (1)	2 (1)	-	1	1 (1)	-	5 (3)	6.19	2-14
Nigeria	16 (1)	-	-	1	2	6	3	4 (2)	1	-	17 (2)	10.81	6-16
Norway	11 (6)	-	-	-	-	-	-	6 (2)	2 (2)	-	8 (4)	14.11	9-19
Oman	2 (1)	-	-	-	2 (1)	-	-	-	-	-	2 (1)	6.48	2-14
Pakistan	13 (3)	-	1	2	1	2 (1)	5 (1)	3 (1)	1 (1)	-	15 (4)	9.78	5-15
Palau	0	-	-	-	-	-	-	-	-	-	0	5.84	2-14
Panama	1	-	-	-	-	-	-	1	-	-	1	6.05	2-14
Papua New Guinea	2	-	-	-	-	-	-	2	-	-	2	6.08	2-14
Paraguay	1	-	-	-	-	-	1	-	-	-	1	6.10	2-14
Peru	17 (6)	-	1	-	1 (1)	4	5 (2)	3 (3)	1	-	15 (6)	7.29	2-14
Philippines	70 (39)	-	-	-	1 (1)	9 (4)	24 (14)	25 (15)	12 (7)	-	71 (41)	8.35	4-14
Poland	14 (0)	-	-	1	-	2	7	3 (1)	1	-	14 (1)	12.43	6-17
Portugal	5 (2)	-	-	-	-	1 (1)	1 (1)	1	3 (1)	-	6 (3)	9.64	5-14
Qatar	1	-	-	-	-	-	-	1	-	-	1	6.44	2-14
Republic of Korea	6 (3)	-	-	1	-	-	-	1	11 (5)	-	13 (5)	18.80	14-24
Republic of Moldova	0	-	-	-	-	-	-	-	-	-	0	7.58	3-14
Romania	4	-	-	1	-	-	1	-	2	-	4	8.63	4-14
Russian Federation	138 (13)	1	-	1	9	17 (1)	51 (4)	46 (5)	9 (3)	-	134 (13)	93.84	80-108
Rwanda	3 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	6.17	2-14
Saint Kitts and Nevis	2 (2)	-	-	-	-	-	-	1 (1)	2 (2)	-	3 (3)	5.99	2-14
Saint Lucia	4 (2)	-	-	-	-	-	1	2 (1)	-	-	3 (1)	5.99	2-14
Saint Vincent and the Grenadines	3 (1)	-	-	-	-	-	1	1	2 (1)	-	4 (1)	5.99	2-14
Saoa	2	-	-	-	-	-	-	2	-	-	2	5.99	2-14
San Marino	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Sao Tome and Principe	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Saudi Arabia	5 (5)	-	-	1 (1)	-	1 (1)	1 (1)	1 (1)	3 (1)	-	7 (5)	18.14	13-23
Senegal	15 (6)	-	1	1	-	2 (1)	3 (1)	7 (3)	1 (1)	-	15 (6)	6.19	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	OG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	WID- POINT	DESIRABLE RANGE
Seychelles	2	-	-	-	-	-	1	1	-	-	2	5.99	2-14
Sierra Leone	13 (3)	-	-	-	3	3	5 (2)	1	-	-	12 (2)	6.09	2-14
Singapore	11 (7)	-	-	-	1	4 (3)	2 (1)	3 (2)	-	-	10 (8)	7.99	3-14
Slovakia	4	-	-	-	-	-	-	3	2	-	5	7.45	3-14
Slovenia	1	-	-	-	-	1	-	-	-	-	1	6.93	2-14
Solomon Islands	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Somalia	8 (2)	-	-	-	1	2	3 (2)	2	-	-	8 (2)	6.21	2-14
South Africa	11 (3)	-	-	-	-	-	2 (1)	4 (1)	1	-	7 (2)	11.86	7-17
Spain	31 (13)	-	-	1	2	2 (2)	10 (1)	9 (8)	12 (5)	-	36 (14)	40.07	34-46
Sri Lanka	9 (2)	-	-	1	2	-	-	3 (2)	3 (1)	-	9 (3)	6.42	2-14
Sudan	8	-	-	-	1	2	3	1	1	-	8	6.66	2-14
Suriname	2 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	6.00	2-14
Swaziland	3 (1)	-	-	-	-	-	-	3 (1)	-	-	3 (1)	6.01	2-14
Sweden	24 (7)	1	-	1	1 (1)	8 (2)	7 (3)	3 (3)	2	-	23 (9)	24.17	19-29
Syrian Arab Republic	7 (0)	-	-	-	-	2	3	1	1 (1)	-	7 (1)	6.91	2-14
Tajikistan	0	-	-	-	-	-	-	-	-	-	0	6.42	2-14
Thailand	30 (17)	-	-	-	1	2	6 (4)	10 (7)	11 (7)	-	30 (18)	9.21	4-14
The former Yugoslav Republic of Macedonia	0	-	-	-	-	-	-	-	-	-	0	6.04	2-14
Togo	4	-	-	-	1	-	2	-	1	-	4	6.06	2-14
Trinidad and Tobago	20 (10)	-	-	-	1	2 (2)	9 (5)	3	4 (3)	-	19 (10)	6.46	2-14
Tunisia	17 (1)	-	-	2	4	5 (1)	3	-	1	-	15 (1)	6.49	2-14
Turkey	12 (3)	-	-	1 (1)	1	5 (2)	3	-	-	-	10 (3)	12.37	8-17
Turkmenistan	0	-	-	-	-	-	-	-	-	-	0	6.53	2-14
Uganda	14 (4)	-	-	1	4	2 (1)	4 (1)	1 (1)	2 (2)	-	14 (5)	6.46	2-14
Ukraine	22 (1)	-	-	1	1	2	6	9 (1)	1	-	22 (1)	29.10	24-34
United Arab Emirates	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	6.69	4-14
United Kingdom of Great Britain and Northern Ireland a/	83 (30)	1	-	4	14 (3)	19 (5)	19 (5)	15 (11)	11 (8)	-	83 (30)	85.53	73-98
United Republic of Tanzania	19 (6)	-	1 (1)	-	4	3 (1)	4 (1)	3 (2)	-	-	15 (5)	6.66	2-14
United States of America	385 (184)	2 (1)	1	13 (3)	32 (9)	89 (37)	117 (66)	88 (49)	33 (19)	-	375 (184)	383.45	326-441

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID- POINT	DESIRABLE RANGE
Uruguay	9 (2)	-	-	-	2	2 (1)	3 (1)	1	-	-	8 (2)	6.51	2-14
Uzbekistan	0	-	-	-	-	-	-	-	-	-	0	9.20	4-14
Vanuatu	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Venezuela	8 (4)	-	-	-	1	1 (1)	5 (3)	1 (1)	-	-	8 (5)	12.29	7-17
Viet Nam	3 (1)	-	-	-	-	-	1	2 (1)	1 (1)	-	4 (2)	7.74	3-14
Yemen	9 (1)	-	-	-	2	2 (1)	5	-	-	-	9 (1)	6.29	2-14
Yugoslavia	9 (0)	-	-	1	1	1	1	2 (1)	4	-	10 (1)	7.73	3-14
Zaire	15 (2)	-	-	-	1	3	7 (1)	3 (1)	-	-	14 (2)	7.00	2-14
Zambia	9 (0)	-	-	-	1	2	2	3	1 (1)	-	9 (1)	6.21	2-14
Zimbabwe	7 (1)	-	-	-	1	1	3 (1)	2	-	-	7 (1)	6.25	2-14
SUBTOTAL	415 (825)	20 (2)	14 (2)	72 (14)	225 (38)	473 (134)	688 (234)	629 (250)	378 (180)	- 2 499 (854)	359.47	306-413	
OTHERS													
Stateless	5 (1)	-	-	-	-	2	2	-	-	-	4 0		
Switzerland	13 (3)	-	-	-	2 (1)	6 (2)	4	-	-	-	12 (3)		
SUBTOTAL	22 (5)	-	-	-	2 (1)	8 (2)	6	-	-	-	16 (3)		
TOTAL	2 550 (830)	20 (2)	14 (2)	72 (14)	227 (39)	481 (136)	694 (234)	629 (250)	378 (180)	- 2 515 (857)			

a/ Includes 9 staff members from Hong Kong

B. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND LEVEL

(showing number of women)

(as at 30 June 1995)

REGION	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID- POINT	DESIRABLE RANGE
AFRICA	415 (75)	2	4 (1)	12 (1)	49 (4)	87 (11)	107 (20)	92 (24)	41 (15)	-	394 (78)	359.47	306-413
ASIA AND THE PACIFIC	421 (173)	4	2	7 (1)	37 (7)	61 (20)	116 (52)	127 (59)	94 (53)	-	448 (192)	514.70	437-592
EASTERN EUROPE	231 (19)	1	-	6 (1)	12	26 (1)	84 (8)	78 (9)	35 (9)	-	242 (28)	354.27	301-407
WESTERN EUROPE	604 (204)	7	1	23 (5)	52 (10)	109 (30)	135 (43)	155 (67)	90 (43)	-	572 (198)	621.51	528-715
LATIN AMERICA	218 (79)	2	3 (1)	5	16 (4)	47 (15)	49 (22)	39 (19)	47 (20)	-	208 (81)	196.20	167-225
MIDDLE EAST	125 (32)	1	3	3 (2)	18 (3)	29 (9)	38 (8)	19 (8)	16 (6)	-	127 (34)	144.66	123-166
NORTH AMERICA AND THE CARIBBEAN	514 (243)	3	1	16 (4)	41 (10)	114 (48)	159 (83)	119 (64)	55 (34)	-	508 (245)	509.85	433-586
OTHERS	22 (5)	-	-	-	2 (1)	8 (2)	6	-	-	-	16 (3)		
TOTAL	2 550 (830)	20 (2)	14 (2)	72 (14)	227 (39)	481 (138)	694 (234)	629 (250)	378 (180)	-	2 515 (857)		

Table 5
A STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT
(as at 30 June 1994 and 30 June 1995)

A/50/540
English
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COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATE										
Afghanistan	7	-	1	8	12.5	7	-	1	8	12.5
Albania	-	-	1	1	100.0	-	-	1	1	100.0
Algeria	14	-	3	17	17.6	14	-	2	16	12.5
Andorra	-	-	-	-	0.0	-	-	-	-	0.0
Angola	1	-	-	1	0.0	1	-	-	1	0.0
Antigua and Barbuda	2	-	-	2	0.0	3	-	-	3	0.0
Argentina	20	-	5	25	20.0	18	-	5	23	21.7
Armenia	-	-	-	-	0.0	-	-	-	-	0.0
Australia	21	5	4	30	13.3	24	-	8	32	25.0
Austria	15	-	4	19	21.1	16	-	3	19	15.8
Azerbaijan	-	-	-	-	0.0	-	-	-	-	0.0
Bahamas	1	-	-	1	0.0	1	4	-	5	0.0
Bahrain	-	-	-	-	0.0	-	-	1	1	100.0
Bangladesh	11	-	3	14	21.4	9	-	4	13	30.8
Barbados	5	-	1	6	16.7	5	-	-	5	0.0
Belarus	7	-	6	13	46.2	9	-	3	12	25.0
Belgium	19	-	7	26	26.9	18	-	2	20	10.0
Belize	3	-	-	3	0.0	2	-	-	2	0.0
Benin	3	-	2	5	40.0	3	-	3	6	50.0
Bhutan	3	-	1	4	25.0	4	-	-	4	0.0
Bolivia	4	-	1	5	20.0	4	-	1	5	20.0
Bosnia and Herzegovina	-	-	1	1	100.0	-	-	-	-	0.0
Botswana	-	-	1	1	100.0	-	-	1	1	100.0
Brazil	23	5	8	36	22.2	24	2	8	34	23.5
Brunei Darussalam	-	-	-	-	0.0	-	-	-	-	0.0
Bulgaria	6	-	2	8	25.0	6	-	2	8	25.0
Burkina Faso	4	-	4	8	50.0	4	-	4	8	50.0
Burundi	8	1	2	11	18.2	9	-	1	10	10.0
Cambodia	2	-	-	2	0.0	2	-	1	3	33.3
Cameroon	6	-	8	14	57.1	7	-	8	15	53.3
Canada	34	1	18	53	34.0	33	-	20	53	37.7
Cape Verde	1	-	-	1	0.0	1	2	-	3	0.0
Central African Republic	3	1	-	4	0.0	3	-	-	3	0.0
Chad	3	-	-	3	0.0	3	-	-	3	0.0
Chile	27	-	2	29	6.9	28	-	1	29	3.4
China	26	-	18	44	40.9	26	-	20	46	43.5
Colombia	5	-	2	7	28.6	5	-	2	7	28.6
Comoros	2	-	-	2	0.0	1	-	-	1	0.0

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COUNTRY	30/06/94						30/06/95					
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM		
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM				
Congo	4	-	-	4	0.0	4	-	-	4	0.0		
Costa Rica	1	1	1	3	33.3	2	-	1	3	33.3		
Côte d'Ivoire	11	-	1	12	8.3	10	-	-	10	0.0		
Croatia	1	-	1	2	50.0	1	2	2	5	40.0		
Cuba	8	-	2	10	20.0	8	-	2	10	20.0		
Cyprus	4	-	1	5	20.0	4	-	2	6	33.3		
Czech Republic	1	1	5	7	71.4	3	2	5	10	50.0		
Democratic People's Republic of Korea	-	-	-	-	0.0	-	-	-	-	0.0		
Denmark	11	-	3	14	21.4	9	-	4	13	30.8		
Djibouti	-	-	1	1	100.0	-	-	1	1	100.0		
Dominica	-	-	1	1	100.0	-	-	2	2	100.0		
Dominican Republic	6	-	1	7	14.3	5	-	-	5	0.0		
Ecuador	3	-	2	5	40.0	3	-	2	5	40.0		
Egypt	7	-	10	17	58.8	7	-	7	14	50.0		
El Salvador	3	-	-	3	0.0	3	-	-	3	0.0		
Equatorial Guinea	3	-	-	3	0.0	3	-	-	3	0.0		
Eritrea	-	-	-	-	0.0	-	-	-	-	0.0		
Estonia	-	-	-	-	0.0	-	3	-	3	0.0		
Ethiopia	23	-	3	26	11.5	24	-	4	28	14.3		
Fiji	2	-	2	4	50.0	2	-	2	4	50.0		
Finland	5	2	5	12	41.7	4	3	4	11	36.4		
France	86	-	23	109	21.1	80	-	19	99	19.2		
Gabon	-	-	2	2	100.0	-	-	2	2	100.0		
Gambia	6	-	1	7	14.3	5	-	2	7	28.6		
Georgia	-	-	2	2	100.0	1	-	2	3	66.7		
Germany	98	11	17	126	13.5	92	11	18	121	14.9		
Ghana	8	-	3	11	27.3	5	-	4	9	44.4		
Greece	9	-	1	10	10.0	10	-	-	10	0.0		
Grenada	2	-	-	2	0.0	2	-	-	2	0.0		
Guatemala	3	-	4	7	57.1	3	-	4	7	57.1		
Guinea	4	-	3	7	42.9	4	-	3	7	42.9		
Guinea-Bissau	-	-	1	1	100.0	-	-	1	1	100.0		
Guyana	15	-	-	15	0.0	16	-	-	16	0.0		
Haiti	5	-	1	6	16.7	5	-	1	6	16.7		
Honduras	2	1	-	3	0.0	2	-	-	2	0.0		
Hungary	3	-	2	5	40.0	3	-	3	6	50.0		
Iceland	5	3	1	9	11.1	8	-	-	8	0.0		
India	29	-	11	40	27.5	29	-	12	41	29.3		
Indonesia	4	-	1	5	20.0	4	2	2	8	25.0		

COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
Iran (Islamic Republic of)	12	-	6	18	33.3	14	-	5	19	26.3
Iraq	7	-	3	10	30.0	8	-	3	11	27.3
Ireland	10	-	2	12	16.7	8	-	3	11	27.3
Israel	11	1	2	14	14.3	11	1	2	14	14.3
Italy	43	13	12	68	17.6	46	6	11	63	17.5
Jamaica	17	-	-	17	0.0	16	-	-	16	0.0
Japan	66	14	11	91	12.1	71	18	12	101	11.9
Jordan	8	-	5	13	38.5	8	-	6	14	42.9
Kazakhstan	-	-	-	-	0.0	-	-	-	-	0.0
Kenya	8	-	5	13	38.5	9	-	3	12	25.0
Kuwait	-	-	-	-	0.0	-	-	-	-	0.0
Kyrgyzstan	-	-	-	-	0.0	-	-	-	-	0.0
Lao People's Democratic Republic	1	-	-	1	0.0	1	-	-	1	0.0
Latvia	-	-	-	-	0.0	-	1	-	1	0.0
Lebanon	15	-	5	20	25.0	13	-	4	17	23.5
Lesotho	6	-	1	7	14.3	6	-	1	7	14.3
Liberia	7	-	1	8	12.5	7	-	1	8	12.5
Libyan Arab Jamahiriya	5	-	1	6	16.7	5	-	1	6	16.7
Liechtenstein	-	1	-	1	0.0	-	1	-	1	0.0
Lithuania	-	-	-	-	0.0	-	3	-	3	0.0
Luxembourg	3	-	1	4	25.0	3	-	-	3	0.0
Madagascar	8	-	1	9	11.1	7	-	1	8	12.5
Malawi	7	-	3	10	30.0	7	-	3	10	30.0
Malaysia	13	-	1	14	7.1	11	-	1	12	8.3
Maldives	-	-	-	-	0.0	-	-	-	-	0.0
Mali	8	-	2	10	20.0	8	-	2	10	20.0
Malta	4	-	1	5	20.0	4	-	1	5	20.0
Marshall Islands	-	-	-	-	0.0	-	-	-	-	0.0
Mauritania	4	-	2	6	33.3	4	-	1	5	20.0
Mauritius	9	-	-	9	0.0	9	-	-	9	0.0
Mexico	21	-	7	28	25.0	21	-	7	28	25.0
Micronesia (Federated States of)	-	-	-	-	0.0	-	-	-	-	0.0
Monaco	-	-	-	-	0.0	-	-	-	-	0.0
Mongolia	1	-	-	1	0.0	1	2	-	3	0.0
Morocco	9	-	1	10	10.0	9	-	-	9	0.0
Mozambique	-	-	-	-	0.0	-	-	-	-	0.0
Myanmar	5	-	1	6	16.7	7	-	-	7	0.0
Namibia	-	-	-	-	0.0	-	1	-	1	0.0
Nepal	5	-	2	7	28.6	5	-	2	7	28.6

COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			PERCENTAGE		TYPE OF APPOINTMENT			PERCENTAGE	
				OF					OF	
	PERMANENT	PROBATIONARY	FIXED-TERM	TOTAL	FIXED-TERM	PERMANENT	PROBATIONARY	FIXED-TERM	TOTAL	FIXED-TERM
Netherlands	25	1	9	35	25.7	22	-	10	32	31.3
New Zealand	7	3	2	12	16.7	8	1	1	10	10.0
Nicaragua	2	4	-	6	0.0	5	1	1	7	14.3
Niger	2	-	3	5	60.0	2	-	3	5	60.0
Nigeria	10	-	6	16	37.5	10	-	7	17	41.2
Norway	11	-	-	11	0.0	8	-	-	8	0.0
Oman	2	-	-	2	0.0	2	-	-	2	0.0
Pakistan	5	-	8	13	61.5	8	-	9	15	60.0
Palau	-	-	-	-	0.0	-	-	-	-	0.0
Panama	1	-	-	1	0.0	1	-	-	1	0.0
Papua New Guinea	2	-	-	2	0.0	2	-	-	2	0.0
Paraguay	1	-	-	1	0.0	1	-	-	1	0.0
Peru	13	-	4	17	23.5	12	-	3	15	20.0
Philippines	68	-	2	70	2.9	69	-	2	71	2.8
Poland	2	-	12	14	85.7	3	-	11	14	78.6
Portugal	2	1	2	5	40.0	3	3	-	6	0.0
Qatar	-	-	1	1	100.0	-	-	1	1	100.0
Republic of Korea	-	5	1	6	16.7	1	10	2	13	15.4
Republic of Moldova	-	-	-	-	0.0	-	-	-	-	0.0
Romania	1	2	1	4	25.0	3	-	1	4	25.0
Russian Federation	48	1	89	138	64.5	58	1	75	134	56.0
Rwanda	1	-	2	3	66.7	-	-	1	1	100.0
Saint Kitts and Nevis	1	-	1	2	50.0	2	-	1	3	33.3
Saint Lucia	1	-	3	4	75.0	2	-	1	3	33.3
Saint Vincent and the Grenadines	2	1	-	3	0.0	2	1	1	4	25.0
Samoa	1	-	1	2	50.0	1	-	1	2	50.0
San Marino	-	-	-	-	0.0	-	-	-	-	0.0
Sao Tome and Principe	-	-	-	-	0.0	-	-	-	-	0.0
Saudi Arabia	4	1	-	5	0.0	4	3	-	7	0.0
Senegal	9	-	6	15	40.0	9	-	6	15	40.0
Seychelles	2	-	-	2	0.0	2	-	-	2	0.0
Sierra Leone	8	-	5	13	38.5	8	-	4	12	33.3
Singapore	9	-	2	11	18.2	8	-	2	10	20.0
Slovakia	3	-	1	4	25.0	5	-	-	5	0.0
Slovenia	1	-	-	1	0.0	1	-	-	1	0.0
Solomon Islands	-	-	-	-	0.0	-	-	-	-	0.0
Somalia	7	-	1	8	12.5	6	-	2	8	25.0
South Africa	7	-	4	11	36.4	4	-	3	7	42.9
Spain	18	5	8	31	25.8	19	9	8	36	22.2

COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
Sri Lanka	8	-	1	9	11.1	7	-	2	9	22.2
Sudan	6	-	2	8	25.0	6	-	2	8	25.0
Suriname	1	-	1	2	50.0	-	-	1	1	100.0
Swaziland	1	-	2	3	66.7	1	-	2	3	66.7
Sweden	18	-	6	24	25.0	15	-	8	23	34.8
Syrian Arab Republic	3	-	4	7	57.1	4	-	3	7	42.9
Tajikistan	-	-	-	-	0.0	-	-	-	-	0.0
Thailand	26	-	4	30	13.3	24	-	6	30	20.0
The former Yugoslav Republic of Macedonia	-	-	-	-	0.0	-	-	-	-	0.0
Togo	2	-	2	4	50.0	3	-	1	4	25.0
Trinidad and Tobago	16	-	4	20	20.0	16	-	3	19	15.8
Tunisia	16	-	1	17	5.9	15	-	-	15	0.0
Turkey	10	1	1	12	8.3	10	-	-	10	0.0
Turkmenistan	-	-	-	-	0.0	-	-	-	-	0.0
Uganda	9	-	5	14	35.7	9	-	5	14	35.7
Ukraine	13	-	9	22	40.9	14	-	8	22	36.4
United Arab Emirates	1	-	-	1	0.0	1	-	-	1	0.0
United Kingdom of Great Britain and Northern Ireland	67	-	16	83	19.3	66	-	17	83	20.5
United Republic of Tanzania	17	-	2	19	10.5	13	-	2	15	13.3
United States of America	302	11	72	385	18.7	287	10	78	375	20.8
Uruguay	5	-	4	9	44.4	4	-	4	8	50.0
Uzbekistan	-	-	-	-	0.0	-	-	-	-	0.0
Vanuatu	-	-	-	-	0.0	-	-	-	-	0.0
Venezuela	7	-	1	8	12.5	6	-	2	8	25.0
Viet Nam	3	-	-	3	0.0	3	1	-	4	0.0
Yemen	9	-	-	9	0.0	9	-	-	9	0.0
Yugoslavia	7	-	2	9	22.2	7	-	3	10	30.0
Zaire	13	-	2	15	13.3	12	-	2	14	14.3
Zambia	8	-	1	9	11.1	7	-	2	9	22.2
Zimbabwe	4	-	3	7	42.9	4	-	3	7	42.9
SUBTOTAL	1 819	97	612	2 528	24.2	1 802	104	593	2 499	23.7
OTHERS										
Stateless	3	-	2	5	40.0	3	-	1	4	25.0
Switzerland	9	-	4	13	30.8	9	-	3	12	25.0
SUBTOTAL	13	2	7	22	31.8	12	-	4	16	25.0
TOTAL	1 832	99	619	2 550	24.3	1 814	104	597	2 515	23.7

B. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND TYPE OF APPOINTMENT

(as at 30 June 1994 and 30 June 1995)

REGION	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA	304	2	109	415	26.3	290	3	101	394	25.6
ASIA AND THE PACIFIC	318	27	76	421	18.1	325	34	89	448	19.9
EASTERN EUROPE	93	4	134	231	58.0	114	12	116	242	47.9
WESTERN EUROPE	449	37	118	604	19.5	431	33	108	572	18.9
LATIN AMERICA	181	11	46	238	21.1	160	3	45	208	21.6
MIDDLE EAST	93	3	29	125	23.2	95	4	28	127	22.0
NORTH AMERICA AND THE CARIBBEAN	401	13	100	514	19.5	387	15	106	508	20.9
OTHERS	13	2	7	22	31.8	12	-	4	16	25.0
TOTAL	1 832	99	619	2 550	24.3	1 814	104	597	2 515	23.7

Table 6

A. APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND LEVEL

(showing number of women)

(1 July 1994 - 30 June 1995)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MEMBER STATE										
Algeria	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Argentina	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Australia	-	-	-	-	1	-	2	-	-	3
Bahamas	-	-	-	-	-	-	-	4 (3)	-	4 (3)
Benin	-	-	-	-	-	-	1	-	-	1
Bulgaria	-	-	-	-	1	-	1	-	-	2
Cameroon	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Canada	-	-	-	1	-	2	2	-	-	5
Cape Verde	-	-	-	-	-	-	-	2	-	2
China	-	-	-	-	1	-	1 (1)	1 (1)	-	3 (2)
Colombia	-	-	-	-	1	-	-	-	-	1
Croatia	-	-	-	-	-	-	-	3 (2)	-	3 (2)
Cyprus	-	-	-	-	-	-	-	1	-	1
Denmark	-	-	-	-	-	1	-	-	-	1
Egypt	1	-	-	-	-	-	-	-	-	1
Estonia	-	-	-	-	-	-	1	2 (1)	-	3 (1)
Ethiopia	-	-	-	-	-	1	-	-	-	1
Finland	-	-	-	-	-	-	2 (1)	-	-	2 (1)
Germany	1	-	-	-	-	-	3 (1)	1	-	5 (1)
Ghana	-	-	-	-	-	1 (1)	-	-	-	1 (1)
Hungary	-	-	-	-	-	-	1	-	-	1
India	-	-	-	-	-	1 (1)	-	-	-	1 (1)
Indonesia	1	-	-	-	-	-	-	1	-	2
Iraq	1	-	-	-	-	-	-	-	-	1
Ireland	-	1	-	-	-	-	-	-	-	1
Italy	-	-	-	-	-	-	-	2 (1)	-	2 (1)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
Japan	-	-	-	-	-	2 (1)	-	13 (9)	-	15 (10)
Jordan	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Latvia	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Lithuania	-	-	-	-	-	-	-	3 (2)	-	3 (2)
Mongolia	-	-	-	-	-	-	-	2 (1)	-	2 (1)
Myanmar	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Namibia	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Nicaragua	-	-	-	-	-	1	-	1	-	2
Nigeria	-	-	-	-	-	1	1 (1)	-	-	2 (1)
Pakistan	-	-	-	-	-	2	-	-	-	2
Portugal	-	-	-	-	-	-	-	3 (1)	-	3 (1)
Republic of Korea	-	-	-	1	-	-	1	4 (1)	-	5 (1)
Russian Federation	-	-	-	1	-	-	1	-	-	2
Saint Vincent and the Grenadines	-	-	-	-	-	-	1	-	-	1
Saudi Arabia	-	-	-	-	-	-	-	2	-	2
Somalia	-	-	-	-	-	-	1	-	-	1
Spain	-	-	-	-	-	-	2	4 (2)	-	6 (2)
Sri Lanka	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Sweden	-	-	-	-	1 (1)	1 (1)	1 (1)	-	-	3 (3)
Thailand	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Uganda	-	-	-	-	-	-	1 (1)	-	-	1 (1)
United Kingdom of Great Britain and Northern Ireland	-	-	1	1 (1)	-	-	1	-	-	3 (1)
United States of America	-	-	1	1 (1)	-	8 (3)	8 (5)	2 (1)	-	20 (11)
Venezuela	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Viet Nam	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Yugoslavia	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Zambia	-	-	-	-	-	-	-	1 (1)	-	1 (1)
SUBTOTAL	4	1	2	5	7	21	39	56	-	135
TOTAL	4	1	2	5 (2)	7 (3)	21 (7)	39 (18)	56 (30)	-	135 (60)

B. APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND LEVEL

(showing number of women)

(1 July 1994 - 30 June 1995)

REGION	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA	1	-	-	-	1 (1)	3 (1)	5 (2)	4 (2)	-	14 (6)
ASIA AND THE PACIFIC	1	-	-	1	3 (1)	5 (2)	7 (4)	22 (13)	-	39 (20)
EASTERN EUROPE	-	-	-	1	1	-	4 (1)	10 (6)	-	16 (7)
WESTERN EUROPE	1	1	1	1 (1)	1 (1)	2 (1)	9 (3)	10 (4)	-	26 (10)
LATIN AMERICA	-	-	-	-	1	1	2 (2)	1	-	5 (2)
MIDDLE EAST	1	-	-	-	-	-	-	4 (1)	-	5 (1)
NORTH AMERICA AND THE CARIBBEAN	-	-	1	2 (1)	-	10 (3)	11 (6)	6 (4)	-	30 (14)
TOTAL	4	1	2	5 (2)	7 (3)	21 (7)	39 (18)	56 (30)	-	135 (60)

Table 7

A. STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT

(showing number of women)

(1 July 1994 - 30 June 1995)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}	NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
MEMBER STATE										
Afghanistan	8	-	-	-	-	-	-	-	8	-
Albania	1	-	-	-	-	-	-	-	1	-
Algeria	17 (2)	1 (1)	-	1 (1)	2	1	3	+1	18 (3)	-
Andorra	0	-	-	-	-	-	-	-	-	-
Angola	1	-	-	-	-	-	-	-	1	-
Antigua and Barbuda	2 (2)	-	-	-	1 (1)	-	1 (1)	+2 (+2)	3 (3)	-
Argentina	25 (9)	-	1 (1)	1 (1)	1	-	1	-	23 (10)	-
Armenia	0	-	-	-	-	-	-	-	-	-
Australia	30 (13)	-	3	3	2	✓	2	+2	32 (13)	-
Austria	19 (10)	-	-	-	-	1 (1)	1 (1)	+1	19 (9)	-
Azerbaijan	0	-	-	-	-	-	-	-	-	-
Bahamas	1 (1)	4 (3)	-	4 (3)	-	-	-	-	5 (4)	-
Bahrain	0 (0)	-	-	-	-	-	-	+1 (+1)	1 (1)	-
Bangladesh	14	-	-	-	1	-	1	-	13	-
Barbados	6 (4)	-	-	-	-	1 (1)	1 (1)	-	5 (3)	-
Belarus	13	-	-	-	-	1	1	+1	12	-
Belgium	26 (7)	-	-	-	1	4 (1)	5 (1)	+1	20 (8)	-
Belize	3 (2)	-	-	-	1 (1)	-	1 (1)	-	2 (1)	-
Benin	5	-	1	1	-	-	-	-	6	-
Bhutan	4	-	-	-	-	-	-	-	4	-
Bolivia	5 (1)	-	-	-	-	-	-	-	5 (1)	-
Bosnia and Herzegovina	1 (1)	-	-	-	-	1 (1)	1 (1)	-	- (0)	-
Botswana	1 (1)	-	-	-	-	-	-	-	1 (1)	-
Brazil	36 (13)	-	-	-	2	-	2	+2 (+1)	34 (14)	-
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-
Bulgaria	8	-	2	2	-	2	2	-	8	-
Burkina Faso	8 (1)	-	-	-	-	-	-	-	8 (1)	-
Burundi	11 (2)	-	-	-	-	1	1	-	10 (2)	-
Cambodia	2 (0)	-	1 (1)	1 (1)	-	-	-	-	3 (1)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
Cameroon	14 (3)	-	1	1	-	-	-	-	-	15 (3)	-
Canada	53 (20)	-	5	5	3 (1)	2	5 (1)	+2 (-1)	-2 (-1)	53 (18)	-
Cape Verde	1	2	-	2	-	-	-	-	-	3	-
Central African Republic	4	-	-	-	1	-	1	-	-	3	-
Chad	3	-	-	-	-	-	-	-	-	3	-
Chile	29 (12)	-	-	-	2 (1)	-	2 (1)	+2 (+1)	-	29 (12)	-
China	44 (17)	-	3 (2)	3 (2)	-	2	2	+1 (+1)	-	46 (19)	-
Colombia	7 (1)	1	-	1	1	-	1	-	-	7 (1)	-
Comoros	2	-	-	-	-	-	-	-	-1	1	-
Congo	4	-	-	-	-	-	-	-	-	4	-
Costa Rica	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
Côte d'Ivoire	12 (2)	-	-	-	-	-	-	-	-2 (-1)	10 (1)	-
Croatia	2 (2)	2 (1)	1 (1)	3 (2)	-	-	-	-	-	5 (4)	-
Cuba	10 (3)	-	-	-	-	-	-	-	-	10 (3)	1
Cyprus	5	-	1	1	-	-	-	-	-	6	-
Czech Republic	7 (1)	-	-	-	1	-	1	+4 (+2)	-	10 (3)	-
Democratic People's Republic of Korea	0	-	-	-	-	-	-	-	-	-	-
Denmark	14 (4)	-	1	1	1	-	1	-	-1	13 (4)	-
Djibouti	1	-	-	-	-	-	-	-	-	1	-
Dominica	1 (0)	-	-	-	-	-	-	+1 (+1)	-	2 (1)	-
Dominican Republic	7 (3)	-	-	-	-	-	-	-	-2 (-1)	5 (2)	-
Ecuador	5 (1)	-	-	-	-	-	-	-	-	5 (1)	-
Egypt	17 (4)	-	1	1	1 (1)	1	2 (1)	-	-2	14 (3)	-
El Salvador	3	-	-	-	-	-	-	-	-	3	-
Equatorial Guinea	3	-	-	-	-	-	-	+1	-1	3	-
Eritrea	0	-	-	-	-	-	-	-	-	-	-
Estonia	0 (0)	3 (1)	-	3 (1)	-	-	-	-	-	3 (1)	-
Ethiopia	28 (8)	-	1	1	-	1	1	+2 (+1)	-	28 (7)	-
Fiji	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
Finland	12 (5)	1	1 (1)	2 (1)	1	2	3	-	-	11 (8)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
France	109 (41)	-	-	-	10 (5)	-	10 (5)	+6 (+4)	-6 (-3)	99 (37)	-
Gabon	2	-	-	-	-	-	-	-	-	2	-
Gambia	7 (1)	-	-	-	1	-	1	+1	-	7 (1)	-
Georgia	2	-	-	-	-	-	-	+1	-	3	-
Germany	126 (39)	3	2 (1)	5 (1)	8 (2)	-	8 (2)	+5 (+3)	-7 (-4)	121 (37)	-
Ghana	11 (1)	-	1 (1)	1 (1)	2	-	2	-	-1	9 (2)	-
Greece	10 (4)	-	-	-	-	1	1	+1 (+1)	-	10 (5)	-
Grenada	2	-	-	-	-	-	-	-	-	2	-
Guatemala	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
Guinea	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
Guinea-Bissau	1	-	-	-	-	-	-	-	-	1	-
Guyana	15 (8)	-	-	-	-	-	-	+1 (+1)	-	16 (9)	-
Haiti	6 (4)	-	-	-	-	-	-	-	-	6 (4)	-
Honduras	3	-	-	-	1	-	1	-	-	2	-
Hungary	5 (1)	-	1	1	2 (1)	-	2 (1)	+2 (+1)	-	6 (1)	-
Iceland	9 (1)	-	-	-	-	1	1	-	-	8 (0)	-
India	40 (11)	-	1 (1)	1 (1)	1	1	2	+3 (+1)	-1 (-1)	41 (12)	-
Indonesia	5 (2)	1	1	2	-	-	-	+1	-	6 (2)	-
Iran (Islamic Republic of)	18 (8)	-	-	-	-	-	-	+2	-1	19 (8)	-
Iraq	10 (1)	-	1	1	-	-	-	-	-	11 (1)	-
Ireland	12 (4)	-	1	1	2	-	2	-	-	11 (3)	-
Israel	14 (5)	-	-	-	1	-	1	+1	-	14 (5)	-
Italy	68 (25)	1	1 (1)	2 (1)	3 (1)	1 (1)	4 (2)	+2 (+1)	-5 (-2)	63 (23)	-
Jamaica	17 (7)	-	-	-	1	-	1	-	-	16 (7)	-
Japan	91 (48)	12 (9)	3 (1)	15 (10)	2 (1)	1 (1)	3 (2)	+2 (+2)	-4 (-4)	101 (54)	-
Jordan	13 (1)	-	1 (1)	1 (1)	-	-	-	-	-	14 (2)	-
Kazakhstan	0	-	-	-	-	-	-	-	-	-	-
Kenya	13 (2)	-	-	-	-	1	1	-	-	12 (2)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
Kuwait	0	-	-	-	-	-	-	-	-	-	-
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	-
Lao People's Democratic Republic	1	-	-	-	-	-	-	-	-	1	-
Latvia	0 (0)	1 (1)	-	1 (1)	-	-	-	-	-	1 (1)	-
Lebanon	20 (6)	-	-	-	2	-	2	+1 (+1)	-2 (-2)	17 (5)	-
Lesotho	7 (5)	-	-	-	-	-	-	-	-	7 (5)	-
Liberia	8 (3)	-	-	-	-	-	-	-	-	8 (3)	-
Libyan Arab Jamahiriya	6 (1)	-	-	-	-	-	-	-	-	6 (1)	-
Liechtenstein	1 (0)	-	-	-	-	-	-	-	-	1 (1)	-
Lithuania	0 (0)	3 (2)	-	3 (2)	-	-	-	-	-	3 (2)	-
Luxembourg	4 (1)	-	-	-	1	-	1	-	-	3 (1)	-
Madagascar	9 (1)	-	-	-	1	-	1	-	-	8 (1)	-
Malawi	10 (1)	-	-	-	-	-	-	-	-	10 (1)	-
Malaysia	14 (3)	-	-	-	1	-	1	-	-1	12 (3)	-
Maldives	0	-	-	-	-	-	-	-	-	-	-
Mali	10	-	-	-	-	-	-	-	-	10	-
Malta	5	-	-	-	1	-	1	+1	-	5	-
Marshall Islands	0	-	-	-	-	-	-	-	-	-	-
Mauritania	8	-	-	-	-	-	-	-	-1	5	-
Mauritius	9	-	-	-	-	-	-	-	-	9	-
Mexico	28 (13)	-	-	-	-	-	-	-	-	28 (13)	-
Micronesia (Federated States of)	0	-	-	-	-	-	-	-	-	-	-
Monaco	0	-	-	-	-	-	-	-	-	-	-
Mongolia	1 (1)	2 (1)	-	2 (1)	-	-	-	-	-	3 (2)	-
Morocco	10 (4)	-	-	-	-	1 (1)	1 (1)	-	-	9 (3)	-
Mozambique	0	-	-	-	-	-	-	-	-	-	-
Myanmar	6 (0)	1 (1)	-	1 (1)	-	-	-	-	-	7 (1)	-
Namibia	0 (0)	1 (1)	-	1 (1)	-	-	-	-	-	1 (1)	-
Nepal	7	-	-	-	-	-	-	-	-	7	-
Netherlands	35 (5)	-	-	-	5	-	5	+3 (+1)	-1	32 (6)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
New Zealand	12 (5)	-	-	-	1	-	1	-	-1	10 (5)	-
Nicaragua	6 (4)	1	1	2	1	-	1	-	-	7 (4)	-
Niger	5 (3)	-	-	-	-	-	-	-	-	5 (3)	-
Nigeria	18 (1)	-	2 (1)	2 (1)	2	1	3	+2	-	17 (2)	-
Norway	11 (6)	-	-	-	1 (1)	-	1 (1)	-	-2 (-1)	8 (4)	-
Oman	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
Pakistan	13 (3)	-	2	2	-	1	1	+1 (+1)	-	15 (4)	-
Palau	0	-	-	-	-	-	-	-	-	-	-
Panama	1	-	-	-	-	-	-	-	-	1	-
Papua New Guinea	2	-	-	-	-	-	-	-	-	2	-
Paraguay	1	-	-	-	-	-	-	-	-	1	-
Peru	17 (6)	-	-	-	-	-	-	-	-2	15 (6)	-
Philippines	70 (39)	-	-	-	1	-	1	+3 (+3)	-1 (-1)	71 (41)	-
Poland	14 (0)	-	-	-	-	1	1	+1 (+1)	-	14 (1)	-
Portugal	5 (2)	3 (1)	-	3 (1)	1	1	2	-	-	8 (3)	-
Qatar	1	-	-	-	-	-	-	-	-	1	-
Republic of Korea	8 (3)	5 (1)	1	6 (1)	-	-	-	+1 (+1)	-	13 (5)	-
Republic of Moldova	0	-	-	-	-	-	-	-	-	-	-
Romania	4	-	-	-	-	-	-	-	-	4	-
Russian Federation	138 (13)	-	2	2	2	4	6	+1	-1	134 (13)	-
Rwanda	3 (1)	-	-	-	1	1	2	-	-	1 (1)	-
Saint Kitts and Nevis	2 (2)	-	-	-	-	-	-	+1 (+1)	-	3 (3)	-
Saint Lucia	4 (2)	-	-	-	-	1 (1)	1 (1)	-	-	3 (1)	-
Saint Vincent and the Grenadines	3 (1)	-	1	1	-	-	-	-	-	4 (1)	-
Samoa	2	-	-	-	-	-	-	-	-	2	-
San Marino	0	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	0	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	5 (5)	2	-	2	-	-	-	-	-	7 (5)	-
Senegal	15 (6)	-	-	-	-	1	1	+1	-	15 (6)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
Seychelles	2	-	-	-	-	-	-	-	2	-
Sierra Leone	13 (3)	-	-	-	-	1 (1)	1 (1)	-	12 (2)	-
Singapore	11 (7)	-	-	-	-	-	-	-1 (-1)	10 (6)	-
Slovakia	4	-	-	-	-	-	-	+1	5	-
Slovenia	1	-	-	-	-	-	-	-	1	-
Solomon Islands	0	-	-	-	-	-	-	-	-	-
Somalia	8 (2)	-	1	1	-	-	-	-1	8 (2)	-
South Africa	11 (3)	-	-	-	2 (1)	1	3 (1)	+2 -3	7 (2)	-
Spain	31 (13)	5 (2)	1	6 (2)	1	-	1	+1 -1 (-1)	36 (14)	-
Sri Lanka	9 (2)	-	1 (1)	1 (1)	1	-	1	-	9 (3)	-
Sudan	8	-	-	-	-	-	-	-	8	-
Suriname	2 (1)	-	-	-	-	-	-	-1	1 (1)	-
Swaziland	3 (1)	-	-	-	-	-	-	-	3 (1)	-
Sweden	24 (7)	-	3 (3)	3 (3)	4 (1)	1	5 (1)	+1	23 (9)	-
Syrian Arab Republic	7 (0)	-	-	-	-	2	2	+2 (+1)	7 (1)	-
Tajikistan	0	-	-	-	-	-	-	-	-	-
Thailand	30 (17)	-	1 (1)	1 (1)	2 (1)	-	2 (1)	+1 (+1)	30 (18)	-
The former Yugoslav Republic of Macedonia	0	-	-	-	-	-	-	-	-	-
Togo	4	-	-	-	-	-	-	-	4	-
Trinidad and Tobago	20 (10)	-	-	-	1	-	1	-	19 (10)	-
Tunisia	17 (1)	-	-	-	2	-	2	-	15 (1)	-
Turkey	12 (3)	-	-	-	1	1	2	-	10 (3)	-
Turkmenistan	0	-	-	-	-	-	-	-	-	-
Uganda	14 (4)	-	1 (1)	1 (1)	-	1	1	-	14 (5)	-
Ukraine	22 (1)	-	-	-	-	-	-	-	22 (1)	-
United Arab Emirates	1 (1)	-	-	-	-	-	-	-	1 (1)	-
United Kingdom of Great Britain and Northern Ireland	83 (30)	-	3 (1)	3 (1)	3 (1)	-	3 (1)	+3 -3 (+1) (-1)	83 (30)	-
United Republic of Tanzania	19 (6)	-	-	-	4 (1)	-	4 (1)	-	15 (5)	-
United States of America	385 (184)	1	19 (11)	20 (11)	21 (9)	11 (3)	32 (12)	+12 -10 (+6) (-5)	375 (184)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
Uruguay	9 (2)	-	-	-	1	-	1	-	-	8 (2)	-
Uzbekistan	0	-	-	-	-	-	-	-	-	-	-
Vanuatu	0	-	-	-	-	-	-	-	-	-	-
Venezuela	8 (4)	-	1 (1)	1 (1)	1	-	1	-	-	8 (5)	-
Viet Nam	3 (1)	1 (1)	-	1 (1)	-	-	-	-	-	4 (2)	-
Yemen	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
Yugoslavia	9 (0)	-	1 (1)	1 (1)	-	-	-	-	-	10 (1)	-
Zaire	15 (2)	-	-	-	1	-	1	-	-	14 (2)	-
Zambia	9 (0)	-	1 (1)	1 (1)	1	-	1	-	-	9 (1)	-
Zimbabwe	7 (1)	-	-	-	-	-	-	+1	-1	7 (1)	-
OTHERS											
Stateless	5 (1)	-	-	-	-	1 (1)	1 (1)	-	-	4 (0)	-
Switzerland	13 (3)	-	-	-	1	1	2	+1	-	12 (3)	-
SUBTOTAL	22 (5)	-	-	-	1	2 (1)	3 (1)	+1	-	18 (3)	-
TOTAL	2 550 (830)	57 (26)	78 (34)	135 (60)	124 (30)	58 (13)	182 (43)	+93 (+43)	-81 (-30)	2 515 (857)	1

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from such changes as movements of staff:

1. Between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to a technical assistance project or returned from such project;
4. Seconded to UNDP or other United Nations bodies or returned from such secondment;
5. Promoted from the General Service category to the Professional category;
6. After a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

B. STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND TYPE OF APPOINTMENT

(showing number of women)

(1 July 1994 - 30 June 1995)

REGION	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
AFRICA	415 (75)	4 (2)	10 (4)	14 (6)	21 (3)	12 (2)	33 (5)	+11 (+1)	-10 (-1)	394 (76)	-
ASIA AND THE PACIFIC	421 (173)	22 (13)	17 (7)	39 (20)	12 (2)	5 (1)	17 (3)	+15 (+10)	-10 (-7)	448 (192)	-
EASTERN EUROPE	231 (19)	9 (5)	7 (2)	16 (7)	5 (1)	9 (1)	14 (2)	+11 (+4)	-8 (-1)	242 (28)	-
WESTERN EUROPE	604 (204)	13 (3)	13 (7)	26 (10)	43 (11)	12 (3)	55 (14)	+25 (+12)	-28 (-12)	572 (198)	-
LATIN AMERICA	218 (79)	2	3 (2)	5 (2)	10 (1)	-	10 (1)	+4 (+2)	-8	208 (81)	1
MIDDLE EAST	125 (32)	2	3 (1)	5 (1)	4	3	7	+7 (+3)	-3 (-2)	127 (34)	-
NORTH AMERICA AND THE CARIBBEAN	514 (243)	5 (3)	25 (11)	30 (14)	28 (12)	15 (5)	43 (17)	+19 (+11)	-18 (-7)	508 (245)	-
OTHERS	22 (5)	-	-	-	1	2 (1)	3 (1)	+1	-	18 (3)	-
TOTAL	2 550 (830)	57 (26)	77 (33)	135 (60)	124 (30)	58 (13)	182 (43)	+93 (+43)	-81 (-30)	2 515 (857)	1

^{a/} Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

^{b/} Shows gains and losses resulting from such changes as movements of staff:

1. Between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to a technical assistance project or returned from such project;
4. Seconded to UNDP or other United Nations bodies or returned from such secondment;
5. Promoted from the General Service category to the Professional category;
6. After a change of nationality status.

^{c/} Staff members with permanent resident status in the United States of America.

Table 8

A. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY NATIONALITY AND LEVEL

(showing number of women)

(as at 30 June 1995)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
MEMBER STATE							
Algeria	4	1	2	2	1	-	8
Argentina	29 (14)	5 (2)	13 (6)	10 (4)	3 (2)	-	31 (14)
Australia	1 (1)	-	1 (1)	-	-	-	1 (1)
Austria	2 (1)	1	2 (1)	-	-	-	3 (1)
Belarus	6	-	1	4	-	-	5
Belgium	14 (6)	3	6 (3)	4 (2)	3 (2)	-	18 (7)
Benin	1	-	1	1 (1)	-	-	2 (1)
Bolivia	1 (1)	-	-	-	-	-	0 (0)
Brazil	0	-	-	1 (1)	-	-	1 (1)
Bulgaria	1	-	1	-	-	-	1
Canada	11 (5)	-	3 (2)	8 (5)	1 (1)	-	12 (8)
Chile	16 (8)	4 (1)	7 (4)	2 (1)	1	-	14 (6)
China	128 (31)	17 (3)	43 (8)	67 (15)	5 (3)	-	132 (29)
Colombia	7 (6)	2 (2)	2 (1)	3 (3)	-	-	7 (6)
Costa Rica	1	-	-	1	-	-	1
Côte d'Ivoire	1	-	-	1	-	-	1
Cuba	3 (1)	1	1 (1)	3 (1)	-	-	5 (2)
Ecuador	2 (1)	-	2 (1)	-	-	-	2 (1)
Egypt	81 (19)	14 (2)	37 (6)	24 (9)	1 (1)	-	76 (18)
France	113 (75)	20 (11)	55 (35)	35 (26)	11 (8)	-	121 (80)
Germany	2 (2)	1 (1)	1 (1)	-	-	-	2 (2)
Ghana	2	-	1	1	-	-	2
Guatemala	1 (1)	-	1 (1)	-	-	-	1 (1)
Guyana	2 (1)	-	2 (1)	-	-	-	2 (1)
Iraq	1	-	1	-	-	-	1
Ireland	2 (1)	1	1	1 (1)	1 (1)	-	4 (2)
Israel	2	-	1	1	-	-	2
Italy	1	-	1	-	-	-	1

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
Jamaica	4 (4)	-	1 (1)	1 (1)	-	-	2 (2)
Jordan	4	3	-	-	1	-	4
Kazakhstan	0	1	-	-	-	-	1
Kenya	0	-	-	-	1	-	1
Lebanon	10 (5)	1	1 (1)	8 (3)	1 (1)	-	11 (5)
Madagascar	1 (1)	-	-	1 (1)	-	-	1 (1)
Malaysia	1	-	1	-	-	-	1
Mali	1	-	1	-	-	-	1
Mauritius	0	-	-	-	1 (1)	-	1 (1)
Mexico	4 (3)	1	2 (2)	1 (1)	-	-	4 (3)
Morocco	3	-	-	3	-	-	3
Netherlands	1	-	-	-	-	-	0
Panama	1	-	-	1	-	-	1
Paraguay	1 (1)	1 (1)	-	-	1 (1)	-	2 (2)
Peru	9 (5)	-	2 (2)	4 (2)	-	-	6 (4)
Philippines	0	-	-	-	1 (1)	-	1 (1)
Russian Federation	128 (4)	12	50 (2)	75 (2)	3	-	140 (4)
Senegal	6	1	1	4	-	-	6
Spain	31 (10)	4 (1)	16 (2)	11 (7)	2	-	33 (10)
Sudan	5	1	3	1	-	-	5
Sweden	1 (1)	-	-	1 (1)	-	-	1 (1)
Syrian Arab Republic	22 (6)	3 (1)	7 (1)	10 (3)	-	-	20 (5)
Trinidad and Tobago	2 (1)	1	1 (1)	-	-	-	2 (1)
Tunisia	14 (1)	-	7 (1)	7	1 (1)	-	15 (2)
Ukraine	6	-	-	6	1	-	7
United Kingdom of Great Britain and Northern Ireland	87 (30)	15 (6)	28 (20)	13 (5)	3 (1)	-	70 (32)
United States of America	85 (49)	13 (7)	31 (16)	36 (23)	9 (6)	-	89 (52)
Uruguay	6 (3)	2 (1)	2 (1)	1 (1)	2 (1)	-	7 (4)
Yemen	1	-	-	1	-	-	1
SUBTOTAL	849 (298)	129 (39)	351 (122)	354 (119)	54 (31)	-	888 (311)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
OTHERS							
Palestine	1	-	1	1	-	-	2
Switzerland	8 (6)	1	5 (4)	3 (2)	-	-	9 (6)
SUBTOTAL	10 (6)	1	6 (4)	4 (2)	-	-	11 (6)
TOTAL	859 (304)	130 (39)	357 (126)	358 (121)	54 (31)	-	899 (317)

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY REGION AND LEVEL

(showing number of women)

(as at 30 June 1995)

REGION	NUMBER OF STAFF 30/06/94	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
AFRICA	119 (21)	17 (2)	53 (7)	45 (11)	5 (3)	-	120 (23)
ASIA AND THE PACIFIC	130 (32)	17 (3)	45 (9)	57 (15)	8 (4)	-	135 (31)
EASTERN EUROPE	141 (4)	13	52 (2)	85 (2)	4	-	154 (4)
WESTERN EUROPE	234 (126)	45 (19)	121 (82)	65 (42)	20 (12)	-	251 (135)
LATIN AMERICA	81 (44)	18 (7)	32 (19)	27 (14)	7 (4)	-	82 (44)
MIDDLE EAST	40 (11)	7 (1)	10 (2)	20 (6)	2 (1)	-	39 (10)
NORTH AMERICA AND THE CARIBBEAN	104 (60)	14 (7)	38 (21)	45 (29)	10 (7)	-	107 (64)
OTHERS	10 (6)	1	8 (4)	4 (2)	-	-	11 (6)
TOTAL	859 (304)	130 (39)	357 (126)	358 (121)	54 (31)	-	899 (317)

Table 9

A. PROFESSIONAL AND HIGHER-LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE
BY NATIONALITY AND LEVEL

(showing number of women)

(as at 30 June 1995)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
MEMBER STATE											
Afghanistan	0	-	-	-	-	-	1	1	-	-	2
Albania	1	-	-	-	-	-	1	-	-	-	1
Algeria	0	1	-	-	-	-	-	-	-	-	1
Argentina	1										0
Australia	9	-	-	-	-	1	4	5	1	-	11
Austria	1	-	-	-	-	-	-	1	-	-	1
Bangladesh	1	-	-	-	-	-	-	1	1	-	2
Barbados	0	-	-	-	-	-	-	1	-	-	1
Belgium	1	-	-	-	1	-	-	2	-	-	3
Bolivia	1	-	-	-	-	-	1	-	-	-	1
Brazil	2 (2)	-	-	-	-	-	1 (1)	2 (2)	1	-	4 (3)
Bulgaria	3	-	-	-	-	-	1	2	-	-	3
Burundi	0	-	-	-	-	-	1	-	-	-	1
Cameroon	0	-	-	-	-	-	-	1	-	-	1
Canada	7 (1)	-	1	-	-	1 (1)	8 (1)	8	1 (1)	-	17 (3)
Chad	1	-	-	-	-	-	1	-	-	-	1
Chile	8 (2)	-	-	-	-	-	1 (1)	1	-	1	3 (1)
China	3 (1)	-	-	-	-	-	3 (1)	-	-	-	3 (1)
Colombia	3 (2)	-	-	-	-	-	-	1 (1)	1	-	2 (1)
Côte d'Ivoire	2 (1)	-	-	-	-	-	-	1	-	-	1 (0)
Cyprus	1										0
Denmark	2 (1)	-	-	-	1 (1)	-	-	1 (1)	1	-	3 (2)
Dominican Republic	1 (1)										0 (0)
Ecuador	1										0
Egypt	3	-	-	-	-	-	-	2	-	-	2
Ethiopia	4	-	-	-	2	-	2	1	-	-	5
Fiji	1										0
Finland	5 (1)	-	-	1	-	1	1 (1)	3	1	1	8 (1)
France	9 (4)	-	1	-	-	1	2	4 (1)	3 (1)	1 (1)	12 (3)
Germany	4 (3)	-	-	-	-	-	-	1 (1)	1 (1)	-	2 (2)
Ghana	8	-	-	-	-	1	1	-	2	-	4
Greece	1 (1)	-	-	-	-	-	-	-	1	-	1 (0)
Grenada	1										0

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
Guinea	2 (1)	-	-	-	-	-	1	-	-	-	1 (0)
Guinea-Bissau	3										0
Guyana	1 (1)										0 (0)
Haiti	1 (1)										0 (0)
Hungary	2	-	-	-	-	-	-	-	1	-	1
Iceland	2	-	-	-	-	-	1	-	2	-	3
India	7	-	-	-	-	1	4	3	3	-	11
Indonesia	1										0
Iran (Islamic Republic of)	0	-	-	-	-	1	-	-	-	-	1
Iraq	0	-	-	-	-	-	-	-	1	-	1
Ireland	5	-	-	-	-	1	1	-	1	-	3
Israel	1	-	-	-	-	-	-	1	-	-	1
Italy	10 (3)	-	-	1	-	-	-	3 (1)	4	1 (1)	9 (2)
Jamaica	1 (1)	-	-	-	-	-	-	-	-	1 (1)	1 (1)
Japan	1 (0)	1	-	-	-	-	-	1 (1)	-	-	2 (1)
Jordan	2	-	-	-	-	-	-	-	1	1	2
Kenya	3 (1)	-	-	-	-	-	-	2 (1)	-	-	2 (1)
Liberia	2										0
Malaysia	2	-	-	1	-	-	1	2	-	-	4
Mali	2	1	-	-	-	-	-	-	-	-	1
Mexico	1	-	-	-	-	-	-	1	-	-	1
Myanmar	3 (1)	-	-	-	-	-	-	2	2	-	4 (0)
Nepal	1	-	1	-	-	-	1	-	-	-	2
Netherlands	5 (1)	-	-	-	-	-	1	2	1	-	4 (0)
New Zealand	2 (0)	-	-	-	-	-	-	1 (1)	2	-	3 (1)
Niger	0 (0)	-	-	-	-	-	1 (1)	-	-	-	1 (1)
Nigeria	5 (1)	-	1	-	-	-	-	2	1 (1)	-	4 (1)
Norway	3 (1)	1	-	-	-	-	1	-	-	-	2 (0)
Pakistan	2	1	-	-	-	-	1	1	-	-	3
Panama	1										0
Paraguay	1	-	-	-	-	1	-	-	-	-	1
Peru	8	-	1	-	-	-	-	1	-	-	2
Philippines	1 (1)	-	-	-	-	-	-	-	4 (1)	-	4 (1)
Poland	8	-	1	-	-	1	5	-	-	-	7

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
Portugal	1 (1)										0 (0)
Republic of Korea	2 (2)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Russian Federation	7 (0)	-	-	-	1	-	7	3	2 (1)	-	13 (1)
Rwanda	0	-	-	-	-	-	1	1	-	-	2
Sao Tome and Principe	1 (1)										0 (0)
Senegal	0	-	-	-	-	-	1	-	-	-	1
Sierra Leone	5 (1)	-	-	-	-	-	2	2	-	-	4 (0)
Somalia	1	-	-	-	-	-	1	1	-	-	2
Spain	6 (1)	-	-	-	-	-	1	-	1	-	2 (0)
Sri Lanka	1	-	-	-	-	-	-	2	1	-	3
Sudan	4	-	-	-	-	-	2	1	-	-	3
Sweden	3	-	-	1	1	1	2	1	2	-	8
Thailand	1	-	-	-	-	-	-	-	1	-	1
Togo	1	-	-	-	-	1	2	1	-	-	4
Tunisia	0	-	-	-	-	-	-	1	-	-	1
Uganda	2 (1)	-	-	-	1	-	-	1	-	-	2 (0)
Ukraine	0	-	-	-	-	-	1	1	-	-	2
United Kingdom of Great Britain and Northern Ireland	22 (6)	-	-	-	1	3	8 (1)	9 (2)	2	-	23 (3)
United Republic of Tanzania	0	1	-	-	-	-	-	-	-	-	1
United States of America	30 (8)	-	-	-	1	1 (1)	14 (2)	16 (5)	6 (1)	3	43 (9)
Uruguay	2 (1)										0 (0)
Venezuela	1 (1)	-	1	-	-	-	-	-	-	-	1 (0)
Viet Nam	1	-	-	-	-	-	-	1	-	-	1
Yemen	0	-	-	-	-	1	1	-	-	-	2
Yugoslavia	2	-	-	-	-	-	1	1	-	-	2
Zaire	2	-	-	-	-	-	-	1	-	-	1
Zambia	1										0
Zimbabwe	1	-	-	-	-	-	2	1	-	-	3
SUBTOTAL	267 (56)	6	7	4	9 (1)	17 (2)	91 (9)	107 (17)	53 (8)	9 (3)	303 (40)
OTHERS											
Former Czechoslovakia	2	-	-	-	-	-	1	1	-	-	2
Switzerland	2	-	-	-	-	-	1	2	-	-	3
SUBTOTAL	4	-	-	-	-	-	2	3	-	-	5
TOTAL	271 (56)	6	7	4	9 (1)	17 (2)	93 (9)	110 (17)	53 (8)	9 (3)	308 (40)

B. PROFESSIONAL AND HIGHER-LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE
BY REGION AND LEVEL

(showing number of women)

(as at 30 June 1995)

REGION	NUMBER OF STAFF 30/06/94	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
AFRICA	51 (7)	3	1	-	3	2	18 (1)	19 (1)	3 (1)	-	49 (3)
ASIA AND THE PACIFIC	39 (5)	2	1	1	-	2	14 (1)	19 (2)	16 (2)	-	55 (5)
EASTERN EUROPE	23 (0)	-	1	-	1	1	16	7	3 (1)	-	29 (1)
WESTERN EUROPE	80 (23)	1	1	3	4 (1)	7	18 (2)	27 (6)	20 (2)	3 (2)	84 (13)
LATIN AMERICA	30 (10)	-	2	-	-	1	3 (2)	6 (3)	2	1	15 (5)
MIDDLE EAST	4	-	-	-	-	2	2	2	2	1	9
NORTH AMERICA AND THE CARIBBEAN	40 (11)	-	1	-	1	2 (2)	20 (3)	27 (5)	7 (2)	4 (1)	62 (13)
OTHERS	4	-	-	-	-	-	2	3	-	-	5
TOTAL	271 (56)	6	7	4	9 (1)	17 (2)	93 (9)	110 (17)	53 (8)	9 (3)	308 (40)

Table 10

WEIGHTED AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND ACTUAL STAFF POSITION IN POINTS

(as at 30 June 1995)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Afghanistan	.01%	2-14	6.42	8	96-833	381	517
Albania	.01%	2-14	6.07	1	75-833	360	48
Algeria	.16%	4-14	8.68	18	241-833	527	1,200
Andorra	.01%	2-14	5.99		70-833	355	
Angola	.01%	2-14	6.24	1	85-833	370	59
Antigua and Barbuda	.01%	2-14	5.99	3	70-833	355	159
Argentina	.48%	9-19	13.80	23	534-1103	819	1,514
Armenia	.08%	2-14	7.12		137-833	422	
Australia	1.46%	23-33	27.96	32	1373-1943	1,659	1,980
Austria	.85%	14-23	18.66	19	822-1391	1,107	1,146
Azerbaijan	.16%	4-14	8.40		213-833	498	
Bahamas	.02%	2-14	6.14	5	79-833	364	225
Bahrain	.02%	2-14	6.15	1	79-833	365	38
Bangladesh	.01%	4-14	8.84	13	239-833	525	880
Barbados	.01%	2-14	5.99	5	70-833	356	324
Belarus	.37%	7-16	11.58	12	402-972	687	658
Belgium	.99%	18-26	20.79	20	948-1518	1,233	1,265
Belize	.01%	2-14	5.99	2	70-833	355	86
Benin	.01%	2-14	6.11	6	78-833	363	370
Bhutan	.01%	2-14	6.03	4	72-833	358	193
Bolivia	.01%	2-14	6.16	5	80-833	366	300
Bosnia and Herzegovina	.02%	2-14	6.23		84-833	369	
Botswana	.01%	2-14	6.02	1	72-833	357	38
Brazil	1.62%	29-39	33.65	34	1697-2295	1,996	1,768
Brunei Darussalam	.02%	2-14	6.14		79-833	364	
Bulgaria	.10%	3-14	7.53	8	182-833	447	466
Burkina Faso	.01%	2-14	6.23	8	84-833	369	541
Burundi	.01%	2-14	6.13	10	79-833	364	510
Cambodia	.01%	2-14	6.22	3	84-833	369	190
Cameroon	.01%	2-14	6.30	15	88-833	374	862
Canada	3.07%	44-60	52.14	53	2629-3657	3,094	3,306
Cape Verde	.01%	2-14	5.99	3	70-833	356	136
Central African Republic	.01%	2-14	6.06	3	75-833	360	145
Chad	.01%	2-14	6.14	3	79-833	364	180
Chile	.08%	3-14	7.37	29	152-833	437	1,675
China	.72%	39-53	46.19	46	2329-3151	2,740	3,025
Colombia	.11%	4-14	8.31	7	208-833	493	446
Comoros	.01%	2-14	6.00	1	71-833	356	48
Congo	.01%	2-14	6.05	4	73-833	359	239
Costa Rica	.01%	2-14	6.06	3	74-833	360	159
Côte d'Ivoire	.01%	2-14	6.32	10	89-833	375	538
Croatia	.10%	3-14	7.43	5	156-833	441	266
Cuba	.07%	2-14	7.15	10	139-833	424	474
Cyprus	.03%	2-14	6.30	6	89-833	374	476
Czech Republic	.32%	6-16	10.85	10	358-928	643	541
Democratic People's Republic of Korea	.04%	2-14	7.00		130-833	415	
Denmark	.70%	12-21	16.36	13	685-1255	971	849
Djibouti	.01%	2-14	6.00	1	71-833	356	38
Dominica	.01%	2-14	5.99	2	70-833	355	121
Dominican Republic	.01%	2-14	6.17	5	81-833	366	299
Ecuador	.02%	2-14	6.41	5	95-833	380	360
Egypt	.07%	3-14	8.28	14	206-833	491	1,008
El Salvador	.01%	2-14	6.12	3	78-833	363	202
Equatorial Guinea	.01%	2-14	5.99	3	70-833	356	134
Eritrea	.01%	2-14	6.07		75-833	360	
Estonia	.05%	2-14	6.62	3	107-833	393	114
Ethiopia	.01%	2-14	7.27	28	146-833	431	1,388
Fiji	.01%	2-14	6.00	4	71-833	356	308
Finland	.61%	10-20	15.02	11	606-1175	891	619
France	6.32%	86-116	101.12	99	5099-6697	5,999	6,220
Gabon	.01%	2-14	6.01	2	71-833	357	86
Gambia	.01%	2-14	6.01	7	71-833	357	557
Georgia	.16%	4-14	8.35	3	210-833	495	155
Germany	8.94%	120-162	140.81	121	7090-9592	8,342	7,079
Ghana	.01%	2-14	6.39	9	94-833	379	680
Greece	.37%	7-16	11.59	10	402-972	688	563
Grenada	.01%	2-14	5.99	2	70-833	355	88
Guatemala	.02%	2-14	6.38	7	93-833	379	479
Guinea	.01%	2-14	6.14	7	79-833	364	498
Guinea-Bissau	.01%	2-14	6.01	1	71-833	357	38
Guyana	.01%	2-14	6.01	16	71-833	356	1,066
Haiti	.01%	2-14	6.16	6	80-833	365	453
Honduras	.01%	2-14	6.12	2	78-833	363	86
Hungary	.15%	4-14	8.32	6	208-833	494	269
Iceland	.03%	2-14	6.29	6	88-833	373	460
India	.31%	28-37	32.35	41	1632-2206	1,920	2,341
Indonesia	.14%	8-17	12.60	8	463-1032	748	541
Iran (Islamic Republic of)	.60%	11-21	16.19	19	675-1245	961	1,309
Iraq	.14%	4-14	8.40	11	213-833	498	812
Ireland	.20%	4-14	8.90	11	243-833	528	730
Israel	.26%	5-15	9.83	14	298-867	583	706
Italy	4.79%	67-90	78.38	63	3953-5347	4,650	3,602

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Nationality	Assessment	Designable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Jamaica	.01%	2-14	6.05	16	73-833	359	900
Japan	13.95%	184-248	216.08	101	10897-14741	12,819	5,156
Jordan	.01%	2-14	6.11	14	77-833	362	801
Kazakhstan	.26%	5-15	10.12		315-885	600	
Kenya	.01%	2-14	6.68	12	111-833	397	791
Kuwait	.20%	4-14	8.84		239-833	525	
Kyrgyzstan	.04%	2-14	6.54		103-833	388	
Lao People's Democratic Republic	.01%	2-14	6.10	1	76-833	362	73
Latvia	.10%	3-14	7.39	1	153-833	438	38
Lebanon	.01%	2-14	6.06	17	74-833	359	1,082
Lesotho	.01%	2-14	6.03	7	73-833	358	373
Liberia	.01%	2-14	6.05	8	74-833	359	481
Libyan Arab Jamahiriya	.21%	4-14	9.07	6	253-833	538	417
Liechtenstein	.01%	2-14	5.99	1	70-833	355	38
Lithuania	.11%	3-14	7.56	3	163-833	449	114
Luxembourg	.07%	2-14	6.89	3	123-833	409	134
Madagascar	.01%	2-14	6.33	8	90-833	376	467
Malawi	.01%	2-14	6.21	10	83-833	369	637
Malaysia	.14%	4-14	8.39	12	212-833	498	815
Maldives	.01%	2-14	5.99		70-833	356	
Mali	.01%	2-14	6.24	10	85-833	370	565
Malta	.01%	2-14	5.99	5	70-833	356	416
Marshall Islands	.01%	2-14	5.99		70-833	355	
Mauritania	.01%	2-14	6.04	5	73-833	358	311
Mauritius	.01%	2-14	6.01	9	72-833	357	657
Mexico	.78%	15-24	19.59	28	877-1446	1,162	1,661
Micronesia (Federated States of)	.01%	2-14	5.99		70-833	355	
Monaco	.01%	2-14	5.99		70-833	355	
Mongolia	.01%	2-14	6.04	3	73-833	359	124
Morocco	.03%	2-14	6.93	9	126-833	411	620
Mozambique	.01%	2-14	6.37		93-833	378	
Myanmar	.01%	2-14	7.09	7	135-833	421	430
Namibia	.01%	2-14	6.02	1	72-833	357	38
Nepal	.01%	2-14	6.50	7	100-833	386	417
Netherlands	1.58%	25-34	29.68	32	1475-2045	1,761	1,795
New Zealand	.24%	5-14	9.49	10	278-847	563	579
Nicaragua	.01%	2-14	6.09	7	76-833	361	357
Niger	.01%	2-14	6.19	5	82-833	367	315
Nigeria	.16%	6-16	10.82	17	357-926	642	1,105
Norway	.55%	9-19	14.11	8	552-1122	837	364
Oman	.04%	2-14	6.48	2	99-833	385	166
Pakistan	.06%	5-15	9.77	15	295-864	580	1,012
Palau	.00%	2-14	5.84		61-833	346	
Panama	.01%	2-14	6.05	1	74-833	359	48
Papua New Guinea	.01%	2-14	6.08	2	76-833	361	96
Paraguay	.01%	2-14	6.10	1	77-833	362	59
Peru	.06%	2-14	7.29	15	147-833	433	969
Philippines	.06%	4-14	8.36	71	210-833	498	3,816
Poland	.38%	8-17	12.43	14	452-1022	738	837
Portugal	.24%	5-14	9.65	6	287-857	572	294
Qatar	.04%	2-14	6.44	1	97-833	382	48
Republic of Korea	.80%	14-24	18.81	13	831-1400	1,116	562
Republic of Moldova	.11%	3-14	7.58		164-833	450	
Romania	.15%	4-14	8.63	4	227-833	512	230
Russian Federation	5.68%	80-108	93.86	134	4733-6403	5,568	7,778
Rwanda	.01%	2-14	6.17	1	81-833	366	48
Saint Kitts and Nevis	.01%	2-14	5.99	3	70-833	355	124
Saint Lucia	.01%	2-14	5.99	3	70-833	355	155
Saint Vincent and the Grenadines	.01%	2-14	5.99	4	70-833	355	183
Samoa	.01%	2-14	5.99	2	70-833	355	96
San Marino	.01%	2-14	5.99		70-833	355	
Sao Tome and Principe	.01%	2-14	5.99		70-833	355	
Saudi Arabia	.80%	13-23	18.14	7	791-1361	1,076	389
Senegal	.01%	2-14	6.19	15	82-833	367	908
Seychelles	.01%	2-14	5.99	2	70-833	355	107
Sierra Leone	.01%	2-14	6.09	12	76-833	361	812
Singapore	.14%	3-14	7.99	10	189-833	474	637
Slovakia	.10%	3-14	7.45	5	157-833	442	220
Slovenia	.07%	2-14	6.93	1	126-833	411	73
Solomon Islands	.01%	2-14	5.99		70-833	356	
Somalia	.01%	2-14	6.21	8	83-833	368	502
South Africa	.34%	7-17	11.87	7	419-989	704	348
Spain	2.24%	34-46	40.07	36	2021-2733	2,377	1,887
Sri Lanka	.01%	2-14	6.47	9	96-833	381	519
Sudan	.01%	2-14	6.67	8	111-833	397	493
Suriname	.01%	2-14	6.00	1	70-833	356	48
Swaziland	.01%	2-14	6.01	3	71-833	356	144
Sweden	1.22%	19-29	24.17	23	1149-1718	1,434	1,524
Syrian Arab Republic	.05%	2-14	6.91	7	125-833	410	410
Tajikistan	.03%	2-14	6.42		96-833	381	
Thailand	.13%	4-14	9.22	30	262-833	547	1,483
Togo	.01%	2-14	6.08	4	76-833	361	240

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Trinidad and Tobago	.04%	2-14	6.46	19	98-833	383	1,058
Tunisia	.03%	2-14	6.49	15	100-833	385	1,101
Turkey	.34%	8-17	12.38	10	449-1019	734	719
Turkmenistan	.04%	2-14	6.53		102-833	387	
The former Yugoslav Republic of Macedonia	.01%	2-14	6.04		73-833	358	
Uganda	.01%	2-14	6.48	14	99-833	384	933
Ukraine	1.48%	24-34	29.11	22	1442-2011	1,727	1,267
United Arab Emirates	.19%	4-14	8.69	1	230-833	516	59
United Kingdom of Great Britain and Northern Ireland	5.27%	73-98	85.54	83	4313-5835	5,075	5,318
United Republic of Tanzania	.01%	2-14	6.68	15	111-833	396	1,048
United States of America	25.00%	328-441	383.49	375	19338-28162	22,750	23,148
Uruguay	.04%	2-14	6.51	8	101-833	386	537
Uzbekistan	.19%	4-14	9.20		261-833	546	
Vanuatu	.01%	2-14	5.99		70-833	355	
Venezuela	.40%	7-17	12.29	8	444-1013	729	500
Viet Nam	.01%	3-14	7.75	4	175-833	460	193
Yemen	.01%	2-14	6.29	9	88-833	373	608
Yugoslavia	.11%	3-14	7.73	10	173-833	459	558
Zaire	.01%	2-14	7.01	14	131-833	416	860
Zambia	.01%	2-14	6.21	9	83-833	368	529
Zimbabwe	.01%	2-14	6.25	7	86-833	371	430
GRAND TOTAL	100.00%		2,700.85	2499		180,220	149,449

Table 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND BY GRADE

A. PROFESSIONAL AND HIGHER-LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(as at 30 June 1995)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	WOMEN %
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	2	1	1	-	1	3	2	1	3	1	3	1	4	1	2	-	-	8	18	26	30.8
CIOS	-	1	-	-	-	1	1	2	2	5	8	11	2	7	4	4	-	-	17	31	48	35.4
OLA	-	1	-	-	1	3	-	10	8	11	5	7	5	9	8	8	-	-	27	49	76	35.5
DPA	-	1	-	2	1	7	4	9	12	20	14	22	13	12	4	8	-	-	48	81	129	37.2
DPKO	-	1	-	1	-	4	2	7	2	6	6	16	6	6	3	3	-	-	19	44	63	30.2
DHA	-	1	-	-	-	3	-	5	3	11	1	7	3	1	3	2	-	-	10	30	40	25.0
DPCSD	-	1	1	-	1	5	2	12	7	14	16	13	8	5	5	3	-	-	40	53	93	43.0
DESIPA	-	1	-	-	-	3	1	12	12	10	13	24	9	22	10	15	-	-	45	87	132	34.1
DOSMS	-	1	-	-	1	3	-	7	6	13	16	21	9	9	2	2	-	-	34	56	90	37.8
ECA	-	-	-	-	-	1	1	10	3	32	7	36	12	39	9	13	-	-	32	131	163	19.6
ECE	-	1	-	-	1	-	2	5	2	14	7	19	6	18	4	13	-	-	22	70	92	23.9
ECLAC	-	1	-	-	-	1	1	10	7	18	8	32	12	23	9	18	-	-	37	103	140	26.4
ESCAP	-	1	-	-	1	-	3	9	2	21	10	32	11	20	14	11	-	-	41	94	135	30.4
ESONA	-	1	-	-	1	-	-	3	2	11	4	20	4	6	5	4	-	-	16	45	61	26.2
REGCOM	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1	0.0
DPI a/	1	-	-	1	1	4	5	12	14	24	28	35	48	35	22	22	-	-	119	133	252	47.2
UNOG	-	1	-	-	-	1	2	8	7	7	5	11	13	21	11	13	-	-	38	62	100	38.0
UNOV	-	-	-	-	1	1	2	5	2	7	4	11	1	11	5	2	-	-	15	37	52	28.8
UNDCP	-	1	-	-	-	2	-	-	1	8	7	6	3	8	6	3	-	-	17	28	45	37.8
DAM	-	1	-	-	1	-	1	1	4	4	6	4	4	2	3	1	-	-	19	13	32	58.4
DAM/OPPBA	-	-	-	1	-	4	-	4	7	9	13	11	15	14	5	5	-	-	40	48	88	45.5
DAM/OHRM	-	-	-	1	2	1	2	2	7	8	11	11	11	9	9	4	-	-	42	34	76	55.3
DAM/OCSS	-	-	-	1	1	4	4	10	9	14	11	21	9	28	6	12	-	-	40	88	128	31.3
UNUSPF	-	-	-	-	-	-	-	3	2	4	7	3	7	8	1	-	-	-	17	18	35	48.6
UNCTAD	-	-	-	-	1	3	2	23	5	39	9	41	20	37	15	18	-	-	52	181	213	24.4
UNEP	1	-	-	-	-	-	1	3	2	3	2	5	1	1	2	3	-	-	9	15	24	37.5
UNDHS	-	-	-	1	-	1	-	3	1	4	2	8	3	9	2	3	-	-	8	29	37	21.6
UNCC	-	-	-	-	-	1	-	1	-	1	-	1	-	-	-	-	-	-	-	4	4	0.0
UNCHR	-	1	-	1	-	-	-	2	2	5	7	11	6	8	7	3	-	-	22	31	53	41.5
UNSCOM	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	1	100.0
DPKO/FALD	-	-	-	2	-	3	-	8	3	19	5	16	7	9	5	3	-	-	20	60	80	25.0
INTORG b/	-	-	-	-	-	1	-	-	-	2	1	1	1	-	-	-	-	-	2	4	6	33.3
TOTAL	2	18	2	12	14	58	39	188	136	345	234	460	250	379	180	198			857	1 658	2 515	34.1

a/ Including information centres.

b/ Including the secretariats of CCAQ, ICC, ICSC and JIU.

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B. PROFESSIONAL STAFF IN POST WITH SPECIAL LANGUAGE REQUIREMENTS
(as at 30 June 1995)

DEPARTMENT/OFFICE	P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
DPA	-	-	-	-	-	-	1	-	-	-	1	-	1	100.0
DPCSD	1	-	1	-	2	1	-	-	-	-	4	1	5	80.0
ECA	-	1	-	2	2	3	-	1	-	-	2	7	9	22.2
ECE	-	-	-	-	1	-	2	-	-	-	3	-	3	100.0
ECLAC	-	-	3	1	1	1	-	-	-	-	4	2	6	66.7
ESCAP	-	1	1	5	1	8	-	-	-	-	2	14	16	12.5
ESWMA	-	1	1	3	1	3	-	-	-	-	2	7	9	22.2
DP1	-	1	-	-	1	-	-	-	-	-	1	1	2	50.0
UNOG	10	24	39	64	24	71	5	8	-	-	78	167	245	31.8
UNOV	1	6	8	19	7	17	2	4	-	-	18	48	64	28.1
DAM/OHRM	-	-	-	-	1	-	1	1	-	-	2	1	3	66.7
DAM/OCSS	27	55	71	128	76	131	20	9	-	-	194	323	517	37.5
UNCTAD	-	1	-	1	1	-	-	-	-	-	1	2	3	33.3
UNEP	-	-	2	4	-	1	-	-	-	-	2	5	7	28.6
UNSCOM	-	-	-	-	-	1	-	-	-	-	-	1	1	0.0
DPKO/FALD	-	1	-	4	2	-	-	-	-	-	2	5	7	28.6
TOTAL	39	91	126	231	121	237	31	23	-	-	317	582	899	35.3

C. PROFESSIONAL AND HIGHER-LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(as at 30 June 1995)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	%
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	2	1	1	-	1	3	2	1	3	1	3	2	4	1	2	-	-	9	18	27	33.3
OIOS	-	1	-	-	-	1	1	2	2	5	8	11	2	7	4	4	-	-	17	31	48	35.4
OLA	-	1	-	-	1	3	-	10	8	11	5	7	5	9	8	8	-	-	27	49	76	35.5
DPA	-	1	-	2	1	7	4	9	12	20	14	22	13	12	5	8	-	-	49	81	130	37.7
DPKO	-	1	-	1	-	4	2	7	2	8	8	18	8	8	3	3	-	-	19	44	63	30.2
DHA	-	1	-	-	-	3	-	5	3	11	1	7	3	1	3	2	-	-	10	30	40	25.0
DPCSD	-	1	1	-	1	5	2	12	8	14	17	13	10	6	5	3	-	-	44	54	98	44.9
DESIPA	-	1	-	-	-	3	1	12	12	10	13	24	9	22	10	15	-	-	45	87	132	34.1
DOSMS	-	1	-	-	1	3	-	7	8	13	18	21	9	9	2	2	-	-	34	56	90	37.8
ECA	-	-	-	-	-	1	1	10	3	33	7	38	14	42	9	14	-	-	34	138	172	19.8
ECE	-	1	-	-	1	-	2	5	2	14	7	19	7	18	6	13	-	-	25	70	95	26.3
ECLAC	-	1	-	-	-	1	1	10	7	18	11	33	13	24	9	18	-	-	41	105	146	28.1
ESCAP	-	1	-	-	1	-	3	9	2	22	11	37	12	28	14	11	-	-	43	108	151	28.5
ESCHWA	-	1	-	-	1	-	-	3	2	12	5	23	5	9	5	4	-	-	18	52	70	25.7
REGCOM	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1	0.0
DP1 a/	1	-	-	1	1	4	5	12	14	25	28	35	49	35	22	22	-	-	120	134	254	47.2
UNOG	-	1	-	-	-	1	2	8	17	31	44	75	37	92	18	21	-	-	118	229	345	33.6
UNOV	-	-	-	-	1	1	2	5	3	13	12	30	8	28	7	8	-	-	33	83	116	28.4
UNOCP	-	1	-	-	-	2	-	-	1	8	7	8	3	8	6	3	-	-	17	28	45	37.8
DAW	-	1	-	-	1	-	1	1	4	4	6	4	4	2	3	1	-	-	19	13	32	59.4
DAH/OPPRA	-	-	-	1	-	4	-	4	7	9	13	11	15	14	5	5	-	-	40	48	88	45.5
DAH/OHRM	-	-	-	1	2	1	2	2	7	8	11	11	12	9	10	5	-	-	44	35	79	55.7
DAH/OCSS	-	-	-	1	1	4	4	10	36	89	82	149	85	157	28	21	-	-	234	411	645	36.3
UNJSPF	-	-	-	-	-	-	-	3	2	4	7	3	7	8	1	-	-	-	17	18	35	48.6
UNCTAD	-	-	-	-	1	3	2	23	5	40	9	42	21	37	15	18	-	-	53	163	216	24.5
UNEP	1	-	-	-	-	-	1	3	2	3	4	9	1	2	2	3	-	-	11	20	31	35.5
UNODS	-	-	-	1	-	1	-	3	1	4	2	8	3	9	2	3	-	-	8	29	37	21.6
UNCC	-	-	-	-	-	1	-	1	-	1	-	1	-	-	-	-	-	-	-	4	4	0.0
UNCHR	-	1	-	1	-	-	-	2	2	5	7	11	6	8	7	3	-	-	22	31	53	41.5
UNSCOM	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	1	1	2	50.0
DPKO/FALD	-	-	-	2	-	3	-	8	3	20	5	20	8	9	5	3	-	-	22	65	87	25.3
INTORG b/	-	-	-	-	-	1	-	-	-	2	1	1	1	-	-	-	-	-	2	4	6	33.3
TOTAL	2	18	2	12	14	58	39	188	175	436	380	691	371	618	211	221			1 174	2 240	3 414	34.4

a/ Including information centres.

b/ Including the secretariats of CCAQ, ICC, ICSC and JIU.

D. STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES
(as at 30 June 1995)

DEPARTMENT/OFFICE	GENERAL SERVICE					OTHERS ^{a/}				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	38	80.9	9	19.1	47	-	0.0	-	0.0	-
OIOS	25	89.3	3	10.7	28	-	0.0	-	0.0	-
OLA	77	89.5	9	10.5	86	-	0.0	-	0.0	-
DPA	134	89.9	15	10.1	149	-	0.0	-	0.0	-
DPKO	125	72.7	47	27.3	172	-	0.0	5	100.0	5
DHA	44	86.3	7	13.7	51	-	0.0	-	0.0	-
DPCSD	93	91.2	9	8.8	102	-	0.0	-	0.0	-
DESIPA	97	67.4	47	32.6	144	-	0.0	-	0.0	-
DDSMS	188	86.0	97	34.0	285	-	0.0	-	0.0	-
ECA	130	48.8	148	53.2	278	-	0.0	-	0.0	-
ECE	65	77.4	19	22.6	84	-	0.0	-	0.0	-
ECLAC	222	55.5	178	44.5	400	-	0.0	-	0.0	-
ESCAP	249	58.3	193	43.7	442	1	100.0	-	0.0	1
ESOWA	34	45.9	40	54.1	74	-	0.0	-	0.0	-
REGCOM	3	100.0	-	0.0	3	-	0.0	-	0.0	-
DPI ^{b/}	334	63.9	189	36.1	523	12	44.4	15	55.6	27
UNOG	380	47.8	415	52.2	795	20	80.0	5	20.0	25
UNOV	145	41.4	205	58.6	350	3	50.0	3	50.0	6
UNDCP	81	81.0	19	19.0	100	1	100.0	-	0.0	1
DAM	62	86.1	10	13.9	72	-	0.0	-	0.0	-
DAM/OPPBA	110	66.3	56	33.7	166	-	0.0	-	0.0	-
DAM/OHRM	127	80.9	30	19.1	157	19	90.5	2	9.5	21
DAM/OCSS	531	54.4	446	45.6	977	8	4.1	187	95.9	195
UNUSPF	44	57.1	33	42.9	77	-	0.0	-	0.0	-
UNCTAD	133	78.7	36	21.3	169	-	0.0	-	0.0	-
UNEP	281	72.6	106	27.4	387	4	100.0	-	0.0	4
UNCHS	114	56.2	89	43.8	203	-	0.0	1	100.0	1
UNCC	21	58.3	15	41.7	36	-	0.0	-	0.0	-
UNCHR	39	88.8	5	11.4	44	-	0.0	-	0.0	-
UNSCOM	10	40.0	15	60.0	25	-	0.0	1	100.0	1
DPKO/FALD	500	39.7	760	60.3	1 260	94	11.3	735	88.7	829
INTORG ^{c/}	10	100.0	-	0.0	10	-	0.0	-	0.0	-
TOTAL	4 448	57.8	3 250	42.2	7 728	162	14.5	954	85.5	1 116

^{a/} Includes Field Service, Security Service, Trades and Crafts staff and Public Information Assistants.

^{b/} Including information centres.

^{c/} Including the secretariats of CCAQ, ICC, ICSC and JIU.

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Annex II

GROUPINGS OF MEMBER STATES

A. Groupings by major geographical regionAfrica

Algeria	Gambia	Sao Tome and Principe
Angola	Ghana	Senegal
Benin	Guinea	Seychelles
Botswana	Guinea-Bissau	Sierra Leone
Burkina Faso	Kenya	Somalia
Burundi	Lesotho	South Africa
Cameroon	Liberia	Sudan
Cape Verde	Libyan Arab Jamahiriya	Swaziland
Central African Republic	Madagascar	Togo
Chad	Malawi	Tunisia
Comoros	Mali	Uganda
Congo	Mauritania	United Republic of Tanzania
Côte d'Ivoire	Mauritius	Zaire
Djibouti	Morocco	Zambia
Egypt	Mozambique	Zimbabwe
Equatorial Guinea	Namibia	
Ethiopia	Niger	
Gabon	Nigeria	
	Rwanda	

Asia and the Pacific

Australia	Lao People's Democratic Republic	Palau
Bangladesh	Malaysia	Papua New Guinea
Bhutan	Maldives	Philippines
Brunei Darussalam	Marshall Islands	Republic of Korea
Cambodia	Micronesia (Federated States of)	Samoa
China	Mongolia	Singapore
Democratic People's Republic of Korea	Myanmar	Solomon Islands
Fiji	Nepal	Sri Lanka
India	New Zealand	Thailand
Indonesia	Pakistan	Vanuatu
Japan		Viet Nam

Eastern Europe

Albania	Hungary	Slovenia
Armenia	Kazakstan	Tajikistan
Azerbaijan	Kyrgyzstan	The former Yugoslav Republic of Macedonia
Belarus	Latvia	Turkmenistan
Bosnia and Herzegovina	Lithuania	Ukraine
Bulgaria	Poland	Uzbekistan
Croatia	Republic of Moldova	Yugoslavia
Czech Republic	Romania	
Estonia	Russian Federation	
Georgia	Slovakia	

Western Europe

Andorra
Austria
Belgium
Denmark
Finland
France
Germany
Greece

Iceland
Ireland
Italy
Liechtenstein
Luxembourg
Malta
Monaco
Netherlands

Norway
Portugal
San Marino
Spain
Sweden
United Kingdom of Great
Britain and Northern
Ireland

Latin America

Argentina
Bolivia
Brazil
Chile
Colombia
Costa Rica
Cuba

Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Mexico

Nicaragua
Panama
Paraguay
Peru
Suriname
Uruguay
Venezuela

Middle East

Afghanistan
Bahrain
Cyprus
Iran (Islamic
Republic of)
Iraq

Israel
Jordan
Kuwait
Lebanon
Oman
Qatar

Saudi Arabia
Syrian Arab Republic
Turkey
United Arab Emirates
Yemen

North America and the Caribbean

Antigua and Barbuda
Bahamas
Barbados
Belize
Canada

Dominica
Grenada
Guyana
Jamaica
Saint Kitts and Nevis

Saint Lucia
Saint Vincent and the
Grenadines
Trinidad and Tobago
United States of America

Others

Palestine

Switzerland

Stateless

B. Developing and other countries

1. Developing countries

All countries in Africa; all countries in Asia except Australia, Japan and New Zealand; all countries in Latin America; all countries in North America and the Caribbean except Canada and the United States of America; all countries in the Middle East except Turkey and Cyprus; plus Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia.

2. Other countries

All countries in Western Europe; all countries in Eastern Europe except Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia; plus Australia, Canada, Cyprus, Japan, New Zealand, Turkey and the United States of America.



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STRENGTHENING OF THE COORDINATION OF HUMANITARIAN AND DISASTER
RELIEF ASSISTANCE OF THE UNITED NATIONS, INCLUDING SPECIAL
ECONOMIC ASSISTANCE: SPECIAL ECONOMIC ASSISTANCE TO INDIVIDUAL
COUNTRIES OR REGIONS

THE SITUATION IN BURUNDI

Special emergency assistance for the economic recovery and reconstruction of Burundi

Report of the Secretary-General

I. INTRODUCTION

1. The present report is submitted in pursuance of General Assembly resolutions 49/7 of 25 October and 49/21 C of 2 December 1994.

2. In its resolution 49/7, the General Assembly requested the Secretary-General, in close collaboration with the Secretary-General of the Organization of African Unity (OAU) and the United Nations High Commissioner for Refugees, to continue their efforts to normalize the situation in Burundi, to mobilize resources for that purpose, to ensure the implementation of the resolution and to report to the Assembly at its fiftieth session. The Assembly also fully endorsed the wish of the heads of State and Government of African countries to convene a regional conference on assistance to refugees, returnees and displaced persons in the Great Lakes region. It invited the international community to become fully involved by providing substantial technical and financial support for the early implementation of the plan of action to be produced by a regional conference.

3. In its resolution 49/21 C, the General Assembly requested the Secretary-General, in close cooperation with the Secretary-General of OAU, to coordinate



the activities being implemented by the United Nations system to meet the needs of the people of Burundi adequately and to mobilize the assistance of the international community. The Assembly also requested the Secretary-General to report to it at its fiftieth session on the implementation of the resolution.

4. The present report contains the information received by the United Nations as at the end of August 1995 regarding the implementation of both resolutions 49/7 and 49/21 C.

II. LATEST POLITICAL DEVELOPMENTS

5. Although the situation in Burundi remains precarious and continues to be of great concern to the international community, the political instability of the past 16 months has not yet led to a full-scale armed confrontation. This is due in large part to the international presence, including that of the Special Representative of the Secretary-General, representatives of Member States and representatives of United Nations agencies and non-governmental organizations.

6. Despite increasing attempts by extremists to disrupt life throughout the country, the country's governmental institutions, agricultural sector, schools, banks, telephone communications and public transport have continued to function.

7. Throughout the period under review, the Security Council has repeatedly deplored the actions of extremists. Extremists on both sides, inside and outside Burundi, have not disarmed and continue to destabilize the Government in order to implement their own agenda. A fresh outbreak of violence in Bujumbura in June 1995 led to the announcement by President Sylvestre Ntibantunganya of new security measures, but these were rejected by the Parliament, as the Front pour la démocratie au Burundi (FRODEBU) majority voted against them.

8. There has been some progress in the preparation of the national debate planned to advance reconciliation in the country and scheduled to take place in November-December 1995. It is encouraging that one year after the signing on 10 September 1994 of the Convention of Government by 12 political parties not a single party has withdrawn from this basic agreement promoting peace, security and power-sharing between the Hutu and Tutsi communities.

9. The presence in northern Burundi of approximately 200,000 Rwandan refugees adds to the complexity of the situation. There have been a number of armed incursions into Burundi from the Rwandan refugee camps located in eastern Zaire. In addition, there are about 500,000 internally displaced persons in Burundi, most of them Hutus.

III. INTERNATIONAL EFFORTS TO NORMALIZE THE SITUATION IN BURUNDI

A. Activities of the United Nations system

1. The Secretary-General and the Office of the Special Representative for Burundi

10. Since his appointment in November 1993, the Special Representative of the Secretary-General for Burundi has actively promoted national reconciliation in the country through numerous and constant contacts with all the parties concerned. After all the political parties, with the exception of the Parti pour le redressement national (PARENA), signed a power-sharing Convention of Government, the Special Representative of the Secretary-General sponsored many projects, promoting a permanent dialogue among the various political actors and others within civil society, which have helped lessen tensions in the country. These projects, organized by the mission alone or in cooperation with other United Nations entities and non-governmental organizations, have included seminars on human rights, an exchange of delegations between Burundi and South Africa, parliamentarian and other missions from Europe, Africa and the United States of America, and so on.

11. Cooperation with OAU in the field occurs daily. Examples of this include a plan for a rapprochement between the Burundian Army and the civil population, which was initiated and financed by the mission and implemented by OAU, and the invitation of the Special Representative of the Secretary-General to participate in a meeting of the OAU Mechanism for Conflict Prevention, Management and Resolution at Addis Ababa on 10 and 11 September 1995.

12. Radio broadcasts that inflame ethnic hatreds and undermine national reconciliation efforts are of serious concern. The mission has repeatedly asked Member States to help silence inflammatory broadcasts of Radio Démocratie (formerly "Rutomorangingo"), especially in Kirundi. The mission has so far been unable to obtain the required assistance.

2. Security Council

13. During the period under review, the Security Council remained seized of the issue and has been regularly briefed on developments in Burundi. Concerned over the lack of progress towards the stabilization of the situation, the Council has repeatedly issued presidential statements deploring the violence and calling on the extremists to refrain from activities that will destabilize the country.

14. The Council dispatched to Burundi two fact-finding missions, one on 13 and 14 August 1994 and the other on 10 and 11 February 1995. Both missions met and consulted with important national leaders, including the leadership of the security forces, heads of political parties and members of the diplomatic corps. The mission also met with representatives of OAU, non-governmental organizations and United Nations agencies active in Burundi. The missions recommended the establishment of an international commission of inquiry into the October 1993 attempted coup, in order to break the cycle of impunity. They also recommended, inter alia, that assistance be provided to the Government of Burundi to build an

impartial judicial system, that civilian police be trained and that the number of OAU observers be increased. The missions encouraged the United Nations High Commissioner for Human Rights to deploy human rights monitors, provided their security could be guaranteed.

15. The Secretary-General visited Bujumbura on 16 and 17 July 1995. He met and held discussions with Burundi leaders. In his address to the Parliament of Burundi, he stressed that Burundian society should adhere to the principles of the 1992 Constitution and the 1994 Convention of Government. He also emphasized that all parties should work jointly towards the convening of a national debate to put an end to the tragic confrontation that has devastated Burundi.

16. Acting upon the request of the Government of Burundi calling for the establishment of an international judicial commission of inquiry, the Secretary-General dispatched a Special Envoy, Mr. Pedro Nikken, to Bujumbura from 28 June to 9 July to discuss with the Government options for addressing the problem of impunity. The Special Envoy examined various options, including the establishment of a commission for the truth, and came to the conclusion that an international commission of inquiry could be a viable and a more appropriate approach.

17. In accordance with the recommendations of the Secretary-General (S/1995/631), the Security Council, by its resolution 1012 (1995) of 28 August 1995, established an international commission of inquiry to investigate the assassination of the President of Burundi on 21 October 1993 and the massacres and violence that followed. The commission is to be composed of five impartial and internationally respected jurists who would make recommendations to prevent any repetition of the violence, eradicate impunity and promote national reconciliation.

18. On 15 August 1995, the Security Council adopted resolution 1011 (1995) in part A of which it requested the Secretary-General to report on his efforts to prepare and convene a regional conference on security, stability and development in the Great Lakes region of Central Africa. On 25 August the Secretary-General appointed Ambassador José Luis Jesus of Cape Verde to be his Special Envoy to facilitate the preparation and convening of the conference. Ambassador Jesus is currently consulting the Governments of the region, including the Government of Burundi.

3. Office of the United Nations High Commissioner for Refugees

19. The presence in the Great Lakes region of about 2.5 million refugees, many of them armed, makes an already unstable situation more volatile. To address the multifaceted problems of refugees in the region, UNHCR and OAU jointly organized an International Conference on Assistance to Refugees, Returnees and Displaced Persons, which was held at Bujumbura in February 1995. The result of the Conference was the adoption of a Plan of Action (see sect. IV of the present report).

4. Office of the United Nations High Commissioner
for Human Rights

20. This Office has given particular attention to the human rights situation in Burundi since May 1994. On 15 March 1994, an office was opened in Bujumbura to carry out programmes related to technical assistance and advisory services in the field of human rights.

21. The Commission on Human Rights in its resolution 1995/90 and the Security Council in its presidential statement of 9 March 1995 (S/PRST/1995/10) encouraged the Office of the United Nations High Commissioner for Human Rights to consider, in consultation with the Government of Burundi and the Special Representative of the Secretary-General, the deployment of observers in the country, provided their security could be guaranteed. On 17 July, the President and the Prime Minister of Burundi welcomed the intended deployment of the first contingent of five observers in the capital. It is hoped that 10 observers will be deployed in Bujumbura in October 1995 and that the overall number will reach 35. The European Union (EU) is making arrangements for them.

22. The Special Rapporteur on the situation of human rights in Burundi, Mr. Paulo Sérgio Pinheiro (Brazil), accompanied by two officials from the Centre for Human Rights, paid his first visit to Burundi from 21 June to 2 July.

23. The Special Rapporteur made certain preliminary findings during his visit: three to four military personnel are killed daily and approximately 200 civilians are killed each week, representing a total of 800 deaths a month. The inability of the Burundi authorities to take action is encouraging and perpetuating the impunity against which the procedure of the international judicial fact-finding mission provided for in the Convention on Governance seems to be the last resort.

B. Organization of African Unity

24. OAU has continued, in coordination with the international community, to pursue intensive political and diplomatic efforts to prevent further instability and civil strife in Burundi.

25. At its meeting on 27 March at Cairo, the Central Organ of the OAU Mechanism for Conflict Prevention, Management and Resolution, meeting at the ministerial level, decided to send a ministerial delegation to Burundi to express concern over the continued loss of innocent life and the displacement of Burundi's population. The ministerial delegation visited Burundi on 12 April and again on 30 May for discussions with the country's leaders as to how OAU could assist in defusing tension, ending violence and insecurity, and sustaining political dialogue between the various groups in the country.

26. The mission held wide-ranging discussions with the leadership of Burundi. In the interim and as a further step reflecting the principled and determined effort of OAU to help stem Burundi's declining security conditions, the Central Organ of the Conflict Management Mechanism, meeting on 19 April at Tunis at the level of Heads of State and Government, increased the military component of the

OAU Mission in Burundi (OMIB) from 47 to 67 officers. It was also agreed that funds reserved for the civilian component of the Mission should be increased to enable it to deploy constitutional legal experts, human rights monitors and mediators, and to facilitate the process of dialogue and national reconciliation in Burundi. Measures have also been taken to ensure a regular OMIB presence in all provinces. The OMIB military teams have, among other things, (a) established a dialogue between local administrative and military authorities; (b) reactivated provincial and district-level security committees that had not been in use; (c) established security committees in all districts where they did not exist before; and (d) within the framework of the pacification campaign, participated in all field outings carried out by the national and regional authorities. In addition, despite limited means, OMIB doctors have worked substantially in local communities. These efforts have helped reduce suspicions and fears in the country.

27. At the recent thirty-first ordinary session of the OAU Assembly of Heads of State and Government, the situation in Burundi constituted one of the major areas of discussion. Confronted with the near permanent state of insecurity and killings in Burundi and the extreme polarization that characterizes inter-group relations in that country, the Assembly mandated its current Chairman, President Meles Zenawi of the Federal Democratic Republic of Ethiopia, and Secretary-General Salim Ahmed Salim to convene, as a matter of urgency, a meeting of Burundi's political and military leaders at Addis Ababa to discuss the future of their country.

28. The OAU Assembly also requested the Central Organ at the ministerial level and the Secretary-General of OAU, who had visited Burundi several times in the course of 1994, to follow the situation closely and to explore the possibility of military intervention in cooperation with the United Nations, should the situation in Burundi degenerate into massive loss of life and displacement of innocent civilians. In that respect, it mandated the Central Organ to take decisions as appropriate.

29. Pursuant to the decision of its Assembly to convene a meeting of Burundi's political leaders at Addis Ababa, the Secretary-General of OAU dispatched a mission to Bujumbura to extend invitations to the participants. The mission was in Burundi from 8 to 12 July, meeting with a cross-section of political leaders and party representatives. The outcome was mixed. FRODEBU and the majority parties had no problems with Addis Ababa as the proposed venue; the Union pour le progrès national (UPRONA) and the opposition parties, however, indicated that they would only participate in such a meeting if it were held at Bujumbura. They emphasized that convening the meeting at Addis Ababa would only serve to internationalize their country's problems.

30. Given the reaction of the opposition parties regarding Addis Ababa, the meeting would not have produced the kind of participation that was envisaged by OAU and would consequently not have produced positive results. In view of the foregoing and of the fact that conditions at Bujumbura were not propitious for the convening of such a meeting, the proposed meeting scheduled for 27 and 28 July was called off.

31. Subsequently, a delegation led by a Special Envoy of the Chairman of OAU, including representatives of the Secretary-General of OAU, departed for the Great Lakes region on 11 August for consultations with leaders of the neighbouring countries and Burundi to discuss the next course of action. The delegation visited Zambia, Kenya, the United Republic of Tanzania, Uganda, Zaire and Rwanda. An extraordinary session of the foreign ministers of the Central Organ was scheduled and took place on 11 September at Addis Ababa to deliberate on the situation in Burundi.

IV. REGIONAL CONFERENCE ON ASSISTANCE TO REFUGEES, RETURNEES AND DISPLACED PERSONS IN THE GREAT LAKES REGION AND ITS FOLLOW-UP

32. The sixtieth ordinary session of the OAU Council of Ministers, meeting at Tunis in June 1994, adopted a resolution (CM/RES/1527) calling for a regional conference on assistance to refugees, returnees and displaced persons in the Great Lakes region. The United Nations General Assembly, at its forty-ninth session, adopted resolution 49/7, in which it endorsed the OAU resolution.

33. OAU and UNHCR jointly assumed the task of coordinating preparations for the Conference, including establishing a Preparatory Committee under their co-chairmanship. In addition to OAU and UNHCR, the Preparatory Committee is comprised of representatives of Burundi, Kenya, Rwanda, Tunisia (the current Chairman of OAU), Uganda, the United Republic of Tanzania, Zaire and Zambia, EU, observers to the Arusha Peace Process (Belgium, France, Germany and the United States of America), Canada, the Netherlands, the Nordic countries, as well as the secretariat of the Economic Community of the Great Lakes Countries and various observers. The Preparatory Committee held three meetings, two at Addis Ababa and the last at Bujumbura, before the Conference itself.

34. The Conference was planned:

(a) To highlight the problem of refugees, returnees and displaced persons in the region;

(b) To consider the following with regard to the repatriation and safety of refugees and returnees:

(i) How to guarantee security and order within the camps;

(ii) How to devise and implement plans for the safe return of refugees and safe integration of returnees and displaced persons;

(iii) The roles of the countries of asylum and countries of origin in promoting and facilitating repatriation;

(c) To sensitize the international community to the adverse socio-economic and environmental impact of the problem of refugees and displaced persons in the region;

(d) To address the root causes of the problem of refugees, returnees and displaced persons in the region and to find durable solutions;

(e) To examine the impact of the civilian population caused by the presence of military personnel and militia in refugee camps and settlements, and to formulate plans to guarantee security in the camps;

(f) To mobilize resources in support of the affected countries in order to strengthen their economic and social infrastructures and to redress the environmental damage;

(g) To appeal to the international community to provide material and human resources to assist the refugees, returnees and displaced persons;

(h) To appeal to the international organizations and agencies that have programmes in the region to mobilize additional resources in order to assist refugees, returnees and displaced persons.

35. The Conference was held at Bujumbura from 15 to 17 February 1995. It was co-chaired by the Secretary-General of OAU, Mr. Salim Ahmed Salim, and the United Nations High Commissioner for Refugees, Mrs. Sadako Ogata. The Conference was attended at the ministerial level by representatives from over 40 countries. Representatives from international organizations and non-governmental organizations also attended.

36. The Conference reviewed the social, economic and political consequences of the presence of refugees, returnees and displaced persons in the Great Lakes region. Noting the high number of refugees, returnees and displaced persons and that the refugees were mainly in camps in Zaire, Rwanda, Burundi and Uganda, the Conference reaffirmed that the right of return applies to all refugees.

37. The Conference stressed that the problem of refugees and displaced persons in the region had reached alarming proportions, calling into question the very survival of hundreds of thousands of persons and threatening the stability of countries in the region. The adverse effects on the development of affected countries of the continued presence of refugees and persistent movements of displaced persons were also a source of great concern, in particular the situation of many refugees and displaced women and the tragically large numbers of unaccompanied children.

38. The Conference adopted a Plan of Action outlining a strategy for the peaceful resolution of the problem of displacement in the Great Lakes region, including the voluntary return and reintegration of refugees and internally displaced persons. The Plan included measures of various types.

(a) Measures to be taken in and/or by the countries of origin

39. Burundi and Rwanda were urged to create conditions conducive to the voluntary repatriation of refugees and the return of displaced persons to their places of habitual residence under conditions of safety and dignity.

(b) Measures to be taken in and/or by the countries of asylum

40. The Conference reaffirmed the humanitarian character of granting asylum to refugees, urging the countries hosting refugees from the Great Lakes region to continue to grant asylum to and assist refugees in accordance with relevant conventions relating to the status of refugees. Attention was also drawn to the fact that the granting of asylum should not be seen as an unfriendly or hostile act, but as a responsibility and an obligation under international law.

(c) Measures to be taken by the international community

41. The Conference expressed appreciation for the humanitarian programmes financed and undertaken by various countries, United Nations agencies, in particular UNHCR, intergovernmental organizations, the International Federation of Red Cross and Red Crescent Societies and non-governmental organizations. However, the magnitude and persistence of the problem placed great demands on all concerned. Additional material resources were required to provide urgent relief to the refugees and displaced persons, whose very survival remains a major concern. The assistance was considered temporary, in anticipation of the early repatriation of refugees.

42. The Conference also requested the United Nations Development Programme (UNDP) to hold a donor's round table on countries of the region that have been affected by the presence of refugees and displaced persons. The round table would provide a framework for coordinated and integrated approaches.

43. The Conference established a Follow-up Committee, which held its first meeting, co-chaired by OAU and UNHCR, on 26 May at OAU headquarters at Addis Ababa. The meeting noted that very little progress had been made in the implementation of the Plan of Action and that in some areas, such as repatriation and asylum, the situation had deteriorated. None the less, the meeting reaffirmed the validity of the Plan of Action as a framework for humanitarian action in favour of refugees, returnees and displaced persons in the region. The following was thus agreed at the meeting:

(a) That the follow-up process of the Bujumbura Conference should continue;

(b) That political consultations and discussions by all parties should be encouraged in order to promote political accommodation;

(c) That the convening of an international conference on peace, security and development in the region, as proposed by the Secretary-General of the United Nations and encouraged by the Security Council, would provide an impetus to humanitarian action in the region.

44. The Follow-up Committee is expected to meet again at Addis Ababa in October to address the following issues among others:

(a) How to improve stability in both Burundi and Rwanda;

(b) How to help all parties in Burundi implement the Convention on power-sharing and how to isolate the extremists and halt the proliferation of militias and the flow of arms in the country;

(c) How to create an atmosphere that would encourage the return of refugees and also halt the intimidation, disappearance and killings of refugees returning to Rwanda;

(d) How to promote reconciliation as well as justice.

45. In connection with preparations for a round table in accordance with paragraph 33 of the Plan of Action, in April 1995, UNHCR and UNDP agreed that the preparation of subregional consultations with donors should be a joint UNHCR/UNDP undertaking, in close consultation with OAU. In that connection, UNDP dispatched a preliminary mission to the subregion, which identified priority needs, gauged the response of the donor community to a call for financial assistance and other forms of support, and assisted in the preparation of the terms of reference for a more comprehensive needs assessment and programme project identification and formation mission. One important finding of the preliminary mission confirmed the likelihood of an environmental catastrophe in the subregion, should the current trends continue unabated.

46. UNDP and UNHCR, in close collaboration with OAU, agreed to dispatch the comprehensive needs assessment and programme project identification and formulation mission in September 1995. The mission will concentrate on the areas in Zaire and the United Republic of Tanzania most severely affected by the presence of refugees in order to identify and formulate programmes and projects that could alleviate the impact of the mass influx of the refugees on the already fragile environment of those countries. The impact of displaced persons in Rwanda and Burundi on the local environment and the social and economic infrastructure will be addressed in the context of the round-table conference for the two countries and its follow-up. The mission will also elaborate a medium- and long-term comprehensive, multisectoral, national and regional approach; mobilize resources and identify regional, national and local coordination mechanisms to implement, monitor and evaluate immediate and long-term rehabilitation and development activities.

47. The types of programmes the mission will formulate for immediate implementation would assess the impact of refugees on the environment and on social and economic infrastructure, including their impact on the sustainable livelihood of local communities. The mission will establish priority programmes and activities as an immediate response to problems such as deforestation, deterioration of social and economic infrastructure, energy and water shortages, pollution, insecurity and the marginalization of certain groups. The mission will also prepare a comprehensive plan of operation for the programmes, addressing financial requirements, implementation arrangements and a timetable.

V. ASSISTANCE FOR THE ECONOMIC RECOVERY AND RECONSTRUCTION
OF BURUNDI

48. Most of the countries' contributions earmarked for humanitarian, economic, technical, human rights and other assistance to Burundi have been channelled through the United Nations consolidated appeal for persons affected by the crisis in Rwanda or as pledges and contributions to the Rwanda/Burundi emergency (see A/50/654).

49. The summary of activities below reflects the concrete response of the United Nations system in providing assistance for the economic recovery and reconstruction of Burundi.

A. United Nations Development Programme

50. In May 1994, UNDP approved the continuum programme for Burundi of close to \$3.4 million. The support to the coordination of humanitarian assistance and the rehabilitation, reconstruction and economic revival programme covers a wide range of emergency and developmental needs, from peace initiatives to sectoral development. This UNDP programme supports a number of initiatives relevant to General Assembly resolution 49/21 C.

51. UNDP is also helping the Government of Burundi plan reconstruction and developmental projects. Together with the World Bank, UNDP has jointly sponsored decentralized seminars to develop reconstruction and rehabilitation plans for each region, which have now been agreed at a national level as part of decentralized approaches to development activities and will be implemented with the assistance of United Nations Volunteers (UNVs).

52. Current technical assistance initiatives include:

(a) A cooperative initiative with WHO to provide technical assistance to support the rehabilitation of the health system and, in the absence of qualified local personnel, to deploy UNVs to help staff the health clinics;

(b) Cooperative efforts with the Food and Agriculture Organization of the United Nations (FAO) to provide technical assistance in the rehabilitation of agricultural production and to establish an integrated rural development programme;

(c) Cooperative initiatives with the United Nations Population Fund (UNFPA) to study the situation of female victims of violence;

(d) Mobilization of joint teams of national and international volunteers, working with local communities, to plan and implement rehabilitation activities and strengthen local skills and capacity.

53. UNDP, working with the Government, is attempting to establish a network of committees at the provincial level to serve as a catalyst for the participation of local communities in resolving conflicts and preventing the escalation of

violence. UNDP is also providing workshops on conflict resolution and reconciliation to youth and women's groups.

54. As part of its efforts to prepare for the round table, UNDP is assisting the Government to create a system for the coordination of development aid from donors and multilateral agencies. In addition to working closely with United Nations bodies (WHO, the United Nations Educational, Scientific and Cultural Organization (UNESCO), UNV, UNCHR, the United Nations Capital Development Fund, FAO and the Department for Development Support and Management Services of the Secretariat) in the implementation of the continuum programme, UNDP is in close contact with the Special Representative of the Secretary-General and the Observer Mission and representative of OAU in Burundi.

B. Department of Humanitarian Affairs of the Secretariat

55. The humanitarian needs that surfaced after the events in October 1993 in Burundi were, to a very significant extent, met by September/October 1994. The general consensus of the relief community in Burundi is that the humanitarian crisis is over. However, health and educational services remain impaired by continuous ethnic turmoil, forcing the international community to set up parallel administrative structures. Dwindling international emergency resources and the absence of follow-up development assistance pose questions about the Government's capacity to provide basic services.

56. Given the problem in Burundi, the Department of Humanitarian Affairs undertook an assessment of the situation in March 1995. Noting the political nature of the conflict and the difficulties faced by the humanitarian partners in addressing the situation, the Department is in the process of seconding two humanitarian officers to the office of the Special Representative of the Secretary-General. These officers are to assist the Special Representative in the coordination of the international community's humanitarian efforts.

C. United Nations Children's Fund

57. UNICEF has spent over \$10 million over the past year in its efforts to reinforce the existing health network, including integrating preventive and curative health and nutritional services. It has also dealt with the water supply and environmental sanitation, supported basic and peace education and provided assistance to 8,000 unaccompanied children.

D. Office of the United Nations High Commissioner for Refugees

58. In addition to providing its standard assistance to approximately 200,000 refugees, UNHCR has assisted 220,000 returnees and displaced persons and 5,000 urban poor. Secondary school education for refugees is also provided and repatriation operations for former refugees from and to Rwanda implemented. Approximately \$30 million has been raised for these tasks.

E. World Food Programme

59. WFP continues to provide emergency food supplies to 220,000 internally displaced persons and returnees, as well as 200,000 Rwandan refugees in Burundi, and 150,000 Rwandan and Burundian refugees in Zaire. The reduction in regional food availability has led WFP to implement an accelerated reintegration programme for the internally displaced.

F. Centre for Human Rights

60. In 1994, the United Nations Centre for Human Rights established a technical assistance project for Burundi, covering 1994-1996. Its objectives are to encourage the development in Burundi of an institutional infrastructure capable of creating conditions for the promotion and protection of human rights and peace. The project also promotes a culture of human rights through the education of government officials, political party leaders, socio-professional groups and the public at large. Having completed the activities planned for 1994, the 1995 programme includes activities in the diverse fields of justice, education and training, information and publications, the media and assistance to the police and the armed forces.

61. The human rights field office in Burundi received financial and administrative support from UNDP. The Centre for Human Rights coordinated its efforts with UNDP and UNESCO offices in Bujumbura to use a camp to educate youth on human rights and to hold a seminar on peace and reconstruction in Bujumbura from 10 to 12 October 1994. UNICEF assisted the Centre for Human Rights to publish a manual on human rights for children aged 6 to 11. It also helped produce various educational and training materials.

62. Cooperation with other United Nations agencies in Bujumbura include a joint project with UNDP regarding human rights education; a joint training seminar with the International Labour Organization (ILO) regarding human rights and population issues; joint projects with UNICEF related to youth training in the field of peace and human rights; and anticipated projects with UNESCO related to the promotion of women's issues.

G. World Health Organization

63. WHO is implementing a four-pronged assistance effort, totalling nearly \$3.9 million. The effort seeks to strengthen the National Epidemiological Surveillance Network, to assist in the prevention and control of communicable diseases and epidemics, to support the provision of health services to the most affected provinces and to aid in the prevention and control of sexually transmitted diseases.

H. Food and Agriculture Organization of the United Nations

64. FAO has concentrated its efforts on providing displaced persons, returnees and refugees with agricultural tool kits and seeds. In addition, the

Organization has assisted in reforestation and stock breeding. A total of \$12 million has been allocated for these tasks.

VI. RESPONSE FROM INDIVIDUAL MEMBER STATES ON THE
IMPLEMENTATION OF RESOLUTION 49/21 C

65. By the end of August 1995, the Secretary-General had received information regarding the implementation of resolution 49/21 C from two States.

A. Germany

66. The humanitarian emergency assistance of Germany provided through the Federal Foreign Office in 1994-1995 amounted to 1,522,178 deutsche mark (about \$1 million). Its bilateral financial and technical cooperation assistance through the Federal Ministry for Economic Cooperation and Development amounted to DM 40.3 million (about \$27 million). As far as multilateral emergency aid is concerned, Germany contributed DM 41.3 million (about 27.8 million) to the international food aid programme for refugees in the Central African region in and around Rwanda and Burundi in 1995, and DM 7 million (about \$4.7 million) in 1995 for refugees in Burundi alone.

B. Switzerland

67. The Swiss assistance went mainly towards reconstruction in the areas of agriculture, health and justice. The main purpose of the assistance was to provide food and restore legal security in order to create conditions for the safe return of refugees to both Rwanda and Burundi. This was done through contributions to international organizations and national non-governmental organizations on the one hand and missions of the Swiss Disaster Relief Unit to the region on the other. The total assistance amounted to 33,614,750 Swiss francs (about \$25.2 million). Thirteen Swiss Disaster Relief Unit members are stationed in the region.

VII. CONCLUSIONS

68. The activities of OAU, agencies of the United Nations system and departments of the Secretariat have demonstrated a high degree of cooperation and coordination in dealing with the crisis in Burundi and its consequences.

69. It is evident that the Rwandan crisis has affected all the countries of the Great Lakes region, including Burundi. The international community should continue to give its constant attention to the present situation in the region. In that connection, the convening of the Regional Conference on Security, Stability and Development in the Great Lakes region has acquired a special significance.

70. The United Nations and OAU will have a special role of coordinating the efforts of all nations in the region willing to participate in the Conference

and to facilitate the process leading to its convening. The Conference is called upon to achieve a regional agreement among the countries of the region on measures to promote lasting security, stability and sustainable development in those countries, with particular reference to Burundi and Rwanda.

71. As stability cannot be achieved in the region if the problem of the 2 million refugees is not solved, full implementation by all countries in the region of the Plan of Action adopted by the Bujumbura Conference, including the creation of adequate political and security conditions for the safe return of refugees, remains a vital undertaking.

72. As far as the internal situation in Burundi is concerned, the international community, which has so far played a positive role in preventing a wider conflict there, should continue to coordinate its efforts so that the message to the political leaders of Burundi is consistent and unanimous. It is hoped that the planned national debate later in 1995 will help the parties move from confrontation and violence towards peace and reconciliation, while discouraging and deploring the actions of extremist elements.



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PARTICIPATION OF VOLUNTEERS, "WHITE HELMETS", IN ACTIVITIES OF THE
UNITED NATIONS IN THE FIELD OF HUMANITARIAN RELIEF, REHABILITATION
AND TECHNICAL COOPERATION FOR DEVELOPMENT

Note by the Secretariat

1. The report of the Secretary-General on the question of the participation of volunteers, "White Helmets", in activities of the United Nations in the field of humanitarian relief, rehabilitation and technical cooperation for development (A/50/203/Add.1-E/1995/79/Add.1) was considered by the Economic and Social Council at its substantive session of 1995, in accordance with General Assembly resolution 49/139 B of 20 December 1995.
2. At that session, the Council, by its resolution 1995/44 of 27 July 1995, inter alia, took note with interest of the report of the Secretary-General and requested him, in view of the information related to the "White Helmet" (WH) initiative that had recently become available, to prepare an updated report on recent developments regarding the implementation of the initiative for submission to the General Assembly at its fiftieth session.
3. The present note is prepared pursuant to the aforementioned request of the Economic and Social Council.
4. The attention of the General Assembly is drawn to the following development since the issuance of the report of the Secretary-General on 27 June 1995:
 - (a) The deliberations of the Economic and Social Council at its substantive session of 1995 demonstrated strong support for the early implementation of the WH initiative, which was considered to be technically viable;
 - (b) The WH initiative was also referred to and endorsed in the Declaration of the World Summit for Social Development, held in Copenhagen in March 1995;



(c) Three additional Governments (the Libyan Arab Jamahiriya, Panama and Ukraine) responded to the Secretary-General's letter seeking their views on resolution 49/139 B, and endorsed the initiative. They also expressed willingness to take part in its realization;

(d) A response was also received from the League of Arab States, which regretted to inform the United Nations that it had no mechanism for disaster relief operations or the provision of emergency humanitarian assistance and acted in such matters only in coordination with Member States of the League;

(e) In a letter dated 12 July 1995 addressed to the Secretary-General, the International Federation of Red Cross and Red Crescent Societies (IFRC) reiterated its concern about potential difficulties associated with the establishment of another corps of volunteers, "White Helmets", and the need to consider carefully the coordination of their roles and activities, with both other sectors of the United Nations system and other international organizations;

(f) The United Nations Volunteers (UNV) have identified the following specific project activities involving WH volunteers to be carried out on the basis of the existing framework of the United Nations system:

- (i) Armenia: Participation of 10 WH volunteers in monitoring the recent elections;
- (ii) Haiti: The project to assist the World Food Programme restructure emergency and long-term food aid throughout began on 11 September with the arrival of three WH volunteers;
- (iii) Gaza: The project document for WH support to the Municipality of Gaza is pending before WH initiative/Argentina, being cleared by United Nations Development Programme (UNDP)/Gaza and the Municipality;
- (iv) Angola: The project document for WH support to Humanitarian Assistance Coordination Unit (UCAH) providing humanitarian assistance in connection with the demobilization process is pending before WH initiative/Argentina, being developed with UCAH;
- (v) Jamaica: The project document for WH support to the Ministry of Health in connection with inventory, repair and maintenance of hospital equipment being prepared by UNV;

(g) In implementation of resolution 49/139 B, the Government of Argentina has made an initial contribution to the Special Voluntary Fund established by UNV, in accordance with the mandate of the General Assembly. The National Commission for the White Helmets of Argentina has also established mechanisms to promote private sector financing of pilot activities already carried out in Argentina at the national level;

(h) At the operational level, the Argentine authorities have completed several exploratory missions to identify possible projects for the deployment of WH. It is expected that after having finished this preparatory process, the

first WH team, composed of Argentine, Bolivian and Dominican volunteers, will be deployed in the very near future in Haiti, to cooperate with local authorities, in coordination with the World Food Programme, in improving the efficiency and effectiveness of food distribution in that country.
